american libraries

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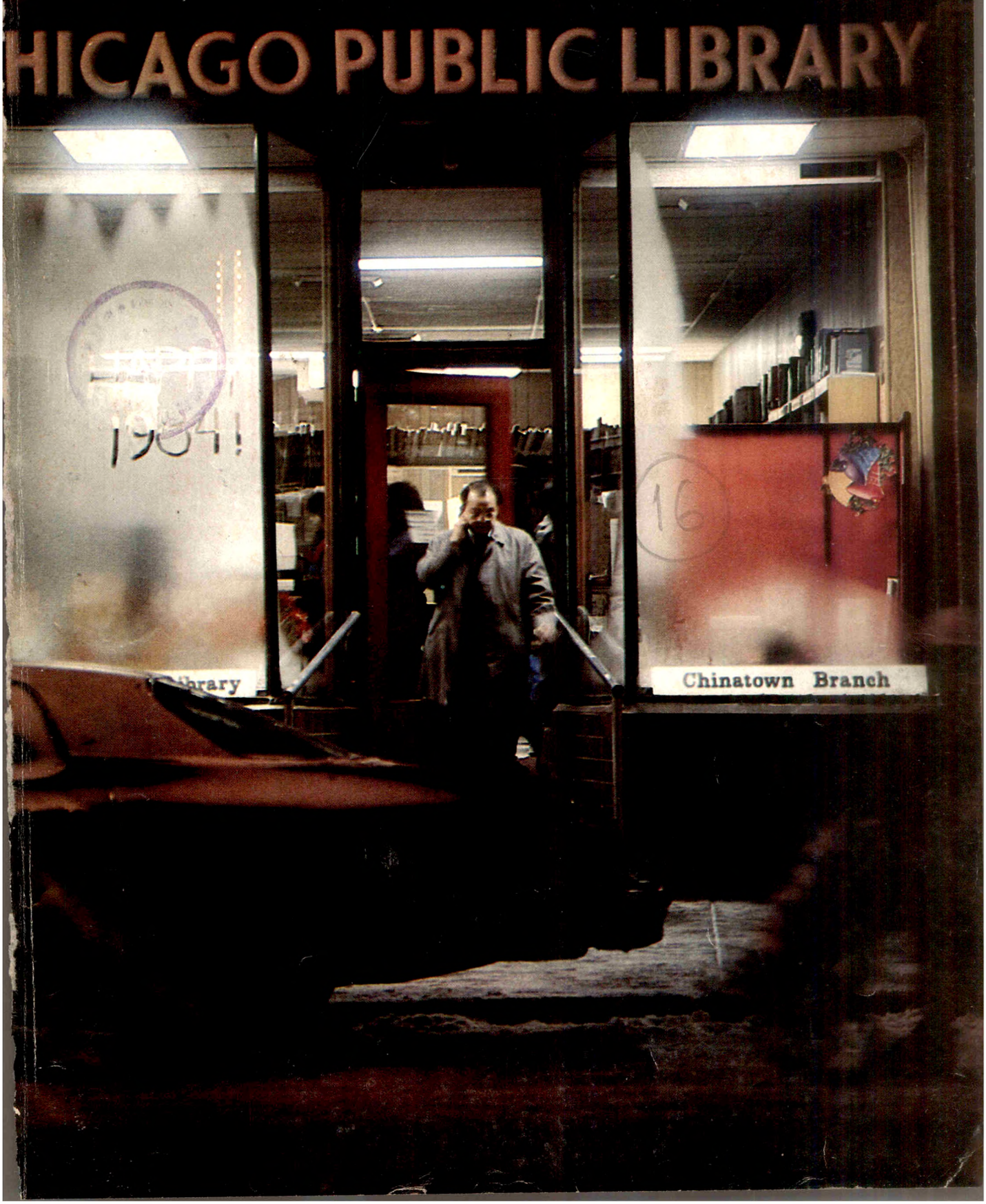

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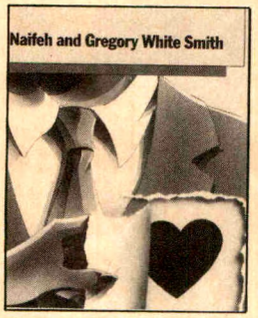

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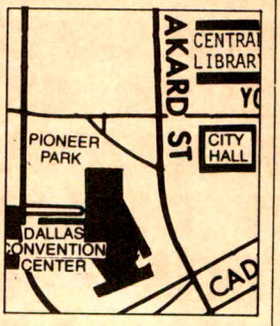

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Cover. From the warmth of the community branch to the cold of winter '84, a patron makes the best of it at closing hour. Staff photo by A.P.

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the editors' page one

Feeding the hand that bites us

It could have happened to any tax-supported library and some private ones, too. When yellow journalists are on the prowl in a slow week, all it takes to make headlines is a fat figure in a library budget. Libraries are more vulnerable to "exposés" than many agencies because they are commonly expected to be threadbare in all matters save books on the shelves and clerks to check them out.

Therefore, even to big-city taxpayers, some $50,000 a year for a director's city travel or for staff conference attendance can look fatter than a holiday goose. Here's how it looked on page one of the Sunday Chicago *Sun-Times*, Nov. 27:

LIBRARY CHIEF TAKES TAXPAYERS FOR $93,000 RIDE

And in a Dec. 1 *Sun-Times* headline:

115 JUNKETS BY CASH-POOR LIBRARY STAFF STUN ALDERMEN

Within a few days, enough mitigating facts were available to cause the local media to turn elsewhere for stories of taxpayer abuse. But within that short time, Chicago's library commissioner was caught in one of the city's famous political crossfires, strafed in City Council hearings, and set back in the good public relations she needs to move the library forward. The staff was in danger of losing funds for professional development, and, thanks to a national broadcast of the story, libraries in general lost a few points in their struggle for public support.

The particulars of the Chicago story are given in the news section of this issue—somewhat less sensationally than in the *Sun-Times*, which combined two years' expenditures to imply an annual cost, failed to allow that staff conference attendance might be legitimate, and so on. In fact, the worst charge the newspaper could make in an editorial during the week was that city drivers used by the library and other agencies earn too much salary and overtime pay. The library, of course, does not set the pay levels of the drivers.

The Chicago incident needs some untangling, both within the library and outside. But it raises a broader question worth considering right now: What makes a newspaper start scrutinizing a library's budget in the first place?

In Chicago's case, the impetus seems to have come from a tipster on the inside. Any library can house disgruntled staff who will delight in contributing to the director's grief. However, even the most dedicated staff are sometimes motivated to expose what they consider the library's rotten underside. Such an airing, they believe, will bring refor benefit library service in the long run.

Sometimes library unions act in this belief, sharing in grievances and problems with the press. A union offi CPL, even while fighting on behalf of the library agains Council accusations, was eager to plant a story on wh called a "brain drain" from the CPL system resulting deteriorating working conditions.

Worst resort

Occasionally there is no better way to bring about r than to start hollering to anyone who will listen. But other channel is available, then reformers should carefully before running to the media.

The general media do not understand modern l objectives and library professionalism and probably will. It's hard enough for us. When the Chicago library c daughter was promoted to a $28,392 post with two d and 6½ years as a competent professional, the *Sun-* heard of it and sensationalized the story, counting u many of her five promotions were under her mother's (two) and adding one for good measure. Was it the prom that made the story "news," or the fact that a newspape abide a librarian earning as much as, say, a city d

When library numbers are plucked out of context, th so easily give rise to shocking headlines. Here's just or could be constructed from actual figures: LIBRARY OF GRESS SPENDS LESS THAN 3% OF HUGE BUDGET ON B SALARIES GOBBLE 68%. Not everyone knows that LC get of its materials on copyright deposit and performs a tho national services beyond book-gathering.

Like every other public agency, libraries must be ac able. Expenditures and personnel practices must be sub public and press scrutiny—but not necessarily fed to the in half-stories: out-of-context, spiteful, distorted, or sighted bits and pieces. Anyone who assumes the med seek out and tell the whole story has never been involv media event.

Somehow, with or without the press, we have to g story to the public—all that we are and try to be. Until the half-stories that make headlines are going to hurt u and again.

—*Art I*

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in the news

Bruce defies Secret Service, protects library records

For Marie Bruce, the new director of the Huntington Memorial Library, Oneonta, N.Y., Nov. 9 was just a quiet Wednesday evening at work until a staff member brought her a book that had just been returned. During processing, the copy of *John Fitzgerald Kennedy Memorial Addresses in the Congress of the United States* had fallen open to a page defaced by a black-inked scrawl.

"Praise Oswald, USSR will kill every Yankee plus Reagan," said one note. "Reagan (1911–84). I mean this. Reagan killed on 2–18–84 for sure. Ha! Ha! Don't think I'm kidding. I'm not," read a message on another page.

Early the next morning, Bruce called the FBI to report the threats and was told the Secret Service would contact her. An agent telephoned from Syracuse and demanded to know who had checked out the book. Bruce explained that a New York State law protects the confidentiality of circulation records, but she would turn over the information when she received a subpoena.

The agent argued that federal statute takes precedence over state law, but named no specific federal statute. Bruce said he threatened to "make life difficult" for her if she did not cooperate. Time was of the essence, he said, because the threat mentioned a date.

Bruce, a member of the New York State Library Association (NYLA), immediately telephoned NYLA to confirm her action, then tried in vain to reach the agent Thursday afternoon and Friday, Veterans' Day.

On Monday morning another Secret Service agent appeared at the library, impounded the book, and demanded the circulation records. When Bruce gave him a copy of the New York State library confidentiality law, he tossed it on the floor, she said.

The agent hinted that "things have been put in force to make your life miserable," Bruce told *AL*. He questioned Bruce's professional ability as well as her patriotism. He ordered her to sign a statement accepting responsibility if an attack was made on President Reagan. She refused. She also refused to divulge her private phone number.

The library board, which happened to be meeting that day, supported its harrassed director. The board president, an attorney, told the agent Bruce had acted legally. The agent finally departed, but Bruce had no peace.

Local reporters called to ask about the story, causing the librarian to fear not only the Secret Service but the patron who had written the threatening notes. NYLA members and Judith Krug of the ALA Office for Intellectual Freedom assured her she was not alone.

At 2 p.m. Nov. 16, the agent returned with a subpoena calling on Bruce to bring the records to a grand jury in Syracuse, 90 miles away, Nov. 18. The media broke the story, and many residents and librarians began calling Bruce to commend her stand.

Outside the grand jury room, Bruce was counseled by an American Civil Liberties Union lawyer and Gerald Shields and James McPhee of NYLA and ALA. With their help, Bruce presented a 40-page deposition complaining of Secret Service harrassment.

Six hours after Bruce gave the library records to the grand jury, Secret Service agents arrested Oneonta resident Thomas Currie, 37, on charges of writing the death threats. A federal magistrate set bail at $100,000 and ordered a medical examination for Currie.

In an editorial, the Oneonta *Daily Star* applauded Bruce's grace, courage, and integrity. "It is comforting to know that even in such extreme circumstances, people like Ms. Bruce will stand for fundamental principles

(Continued on p. 9.)

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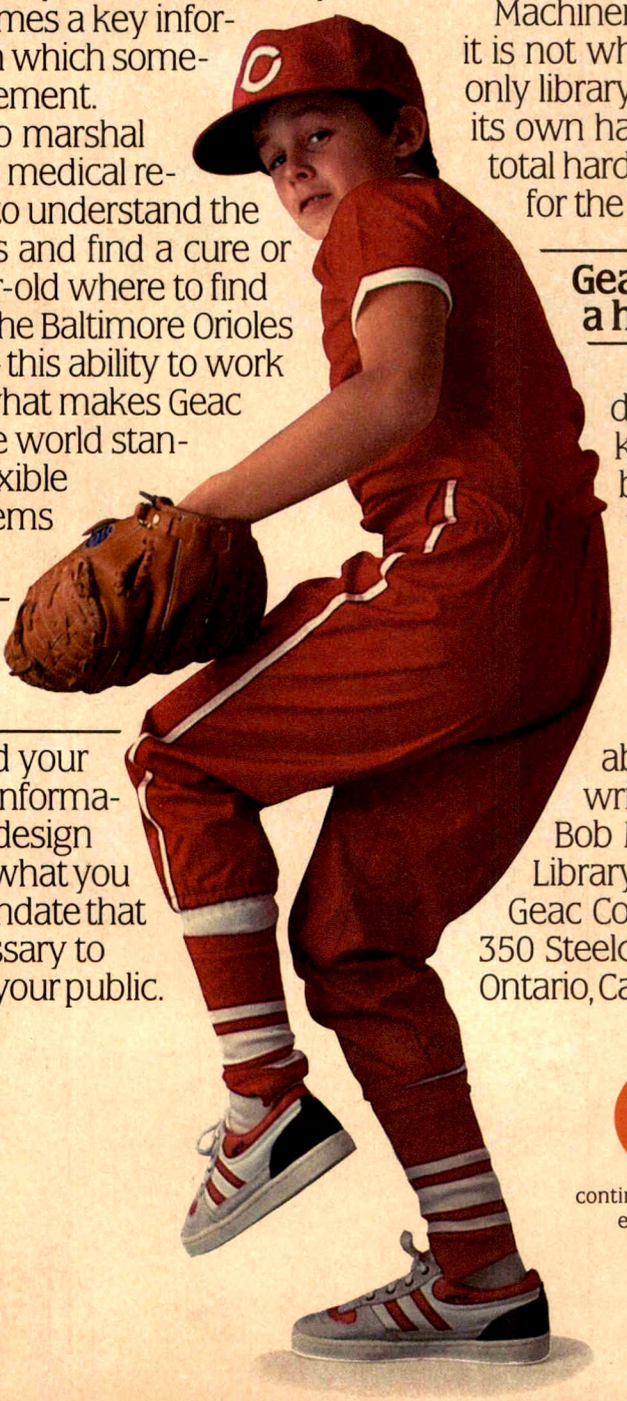

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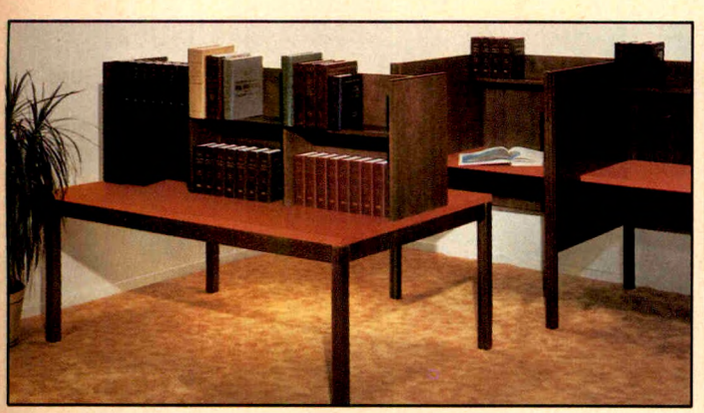

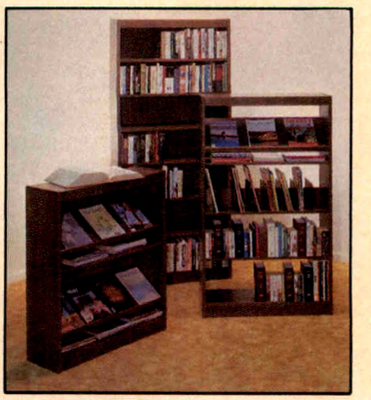
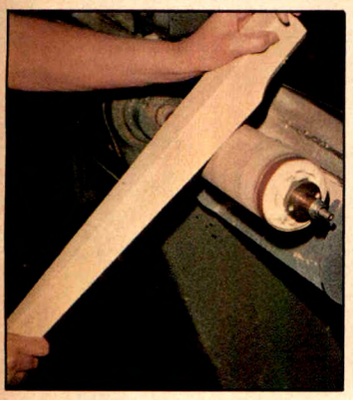

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(In the News cont. from p. 6.)

and protect the public's right to freedom of thought.

"The next time the Secret Service tangles with a librarian, it should have its agents armed with a subpoena when they walk through the door."

Bruce, who earned her MLS and a master's in developmental reading at the State University of New York/Buffalo, directed the Ripley (N.Y.) Public Library for eight years before being appointed to the Oneonta post last May. She told *AL* her goal is to prevent other librarians from ever being similarly harrassed.

Phone-line tariffs imperil online services, cooperation

In an eight-page appeal to the Federal Communications Commission Dec. 8, ALA Washington Office Director Eileen Cooke spelled out the expected consequences of the AT&T breakup and asked commissioners to exempt libraries from crippling increases in telecommunications rates. Librarians are also urging members of Congress to protect libraries from excessive charges.

The court-ordered divestiture of AT&T local operating companies cuts off income from long distance calls which AT&T claims subsidized local service. To compensate local companies for originating and terminating long distance calls, FCC proposed access charges which will go into effect April 3. The access charges will raise library phone bills and increase costs for users of networks like Telenet and Tymnet.

The FCC access charge plan required AT&T and other companies to file new tariffs for the private lines libraries use to link to OCLC, the Research Libraries Information Network, and the Washington Library Network. Increases are expected to average at least 60 percent.

Cooke attached to her comments five pages of reactions from public and university libraries in 22 states. The Scottsdale (Ariz.) Public Library wrote, "We will be left trapped between our obligation to provide current information to our community and the economics of rising telecommunications costs and/or return to manual systems." The Iowa State Library said "We cannot adjust our budgets quickly enough to absorb this sort of increase. We could reduce staff, or we could reduce buying library materials, but then we wipe out the ability to serve the citizens."

Ford argues for library links

Cooke also quoted Rep. William Ford (D-Mich.), who asked the FCC to investigate the impact of private-line tariffs on libraries. Ford pointed out that federal programs encourage libraries to share resources, yet the disproportionate and unanticipated telecommunications costs may make linkages impossible. (*Congressional Record*, Nov. 10, H9649-50).

ALA made three recommendations to the FCC: 1) reject the private-line tariffs as filed, 2) delay the access charges and tariffs beyond April 3 so that the long-range impact can be assessed, 3) if the charges and tariffs are approved, exempt nonprofit library and educational customers.

Rep. Ford's request to the FCC followed his approval of the Universal Telephone Service Preservation Act, HR 4102. The House passed the bill to repeal access charges for private citizens and single-line business Nov. 10. A pending Senate bill, S. 1660, would delay the charges for home users and small business for two years.

The ALA Washington Office urges all library supporters to tell their legislators how important telecommunications are to libraries and remind them to help libraries as well as individuals.

First continuing education course in *American Libraries* begins next month; Pauline A. Cochrane instructor

"Modern Subject Access in the Online Age," a five-lesson educational series, will appear in the February through June issues of *American Libraries*. Participants in this free course will learn how the latest online information systems, including public-access library catalogs, relate to one of the primary needs of information seekers: to search by subject.

Pauline (Atherton) Cochrane, a leading authority on use and design of information systems, has prepared the course for *American Libraries* readers. She has summarized its objectives as follows:

"Given the impetus to change a library's catalog from card to online, and given the recent findings that most users of online catalogs are searching by subject, this course is designed to help any and all professionals: 1) understand the effects that online systems may have on traditional processes and services in libraries; 2) prepare to aid in the design, use, and teaching of online public-access information services; 3) understand and influence some of the political and professional issues surrounding these services; and 4) grasp the range of opinions and theories about subject access."

A faculty member of the Syracuse University School of Information Studies since 1966, Prof. Cochrane is on leave from that post and serving as a senior staff analyst at the Library of Congress Automated Systems Office. There she is working on the new system for the Library of Congress Subject Headings and other thesauri.

Pauline A. Cochrane

From her library school days at Rosary College and post-master's study at the University of Chicago, Prof. Cochrane has been interested in subject access. Throughout her distinguished career as practitioner and educator, she has sought to improve access to information for diverse groups of users. With a dozen books and scores of other publications to her credit, she has served numerous public and private groups as consultant, project director, and researcher. An ALA life member, she recently received the Outstanding Information Science Teacher Award from the American Society for Information Science.

The course is the first in a series planned by *American Libraries* to help readers keep up with new and complex developments in the field.

Front-page headlines charge lavishness in library budget

"Library chief takes taxpayers for $93,000 ride," read the front-page headline in the Nov. 27 Chicago *Sun-Times*, a daily tabloid recently purchased by Australian publisher Rupert Murdoch. The subhead charged: "Facing a bare-bones budget and mapping library closings, Amanda S. Rudd spends $78,089 for chauffeur, $11,875 for a car with a $2,950 phone and a $269 alarm."

The story questioned Library Commissioner Rudd's expenditures for automobiles, office furniture, and travel, and minimized her explanations. Near the end of the article, the *Sun-Times* reported that Rudd said she needed the driver to save time and provide security on her evening visits to community meetings and library branches. Rudd claimed that her appearances had attracted grants and gifts that compensated for the expense. The city driver earned union-based wages of $27,000 a year plus overtime. The sum in the headlines covered two years' expenditures.

A fortnight earlier, when Mayor Harold Washington had presented his 1984 austerity budget to the fractious City Council, his opponents complained that the mayor's "attrition management" gave them little ammunition for the continuing council wars. One alderman had predicted: "People who want a

fight are going to dig harder, but the budget hearings should be the best show in town."

The *Sun-Times* story provided the grist the council majority opposition had been seeking.

Target: ALA conference attendance

Three days later, the library commissioner made her regular annual appearance before the council Finance Committee. Rudd came under the most intensive grilling of any city official in a budget hearing to date, the *Chicago Tribune* reported. Finance Committee Chair Edward Burke lashed out at her for spending what he estimated as $56,000 [out of a $35.5 million budget] to help send 45 staff members to the ALA Midwinter Meeting in San Antonio and 70 to the Annual Conference in Los Angeles last year.

Rudd explained that CPL employees were paid their salaries while attending ALA conferences and some were reimbursed for air fare, registration, and other expenses. The trips were partly funded by a $47,000 travel fund provided by the state, not the city. She pointed out, "We are called upon to contribute to the profession. Our people learn a lot at these conventions."

Alderman Roman Pucinski asked "Couldn't you send *me* to Los Angeles?" He said he would introduce a budget amendment to limit travel.

Chair Burke found the number of attendees "most distressing." He wanted to know: "Who didn't go?" Rudd replied that decisions on which employees of her 1,400-member staff attended conferences was based on involvement in ALA activities.

"You people are throwing money around like popcorn," another alderman charged.

Librarians defend ALA conferences

CPL employees were disgusted with Burke's cavalier attitude, according to Kathleen Prendergast, president of the Chicago Public Library Employees Union, AFSCME Local 1215. She asked to testify at the two-day public hearings on the budget, but the hearings were cut short by a bomb scare in Burke's office. Prendergast submitted a letter of complaint, a list of CPL employees, specific ALA committee assignments, and named seven special services developed by CPL as a direct result of conference training.

Prendergast also asked ALA Executive Director Robert Wedgeworth to help CPL employees fight for their professional privileges. Wedgeworth responded by writing to newspaper editors and Alderman Burke stressing the important contributions ALA conferences make to continuing education and professional development. Wedgeworth also wrote Mayor Washington urging attention to a planned new central library rather than media "trivia."

NEH offers challenge

The National Endowment for the Humanities brightened the prospects for CPL Dec. 7 with a $1 million challenge grant to help develop the humanities collection at the new central library. The three-year grant is one of the largest ever awarded a public library. When matched three-for-one by private contributions, it will provide $4 million.

"This is a challenge we are very happy to accept," Rudd declared. "This award will help us carry out our five-year plan to provide more services to all Chicago."

Friends of NYPL stage 90 parties, net $209,000

On Dec. 6, "The Night of 90 Dinners," the Friends of the New York Public Library earned $209,000 for the library by creating what the *New York Times* called "one of the most ambitious and far-reaching benefits in the city's history."

Volunteer hosts included Craig Claiborne, who entertained six guests at a black-tie Summit Meeting in East Hampton; Betty Friedan, who cohosted A Country Evening in the City for 14; and NYPL Director Vartan Gregorian and his wife, who offered Gregorian Chance to eight guests. Cookbook authors Madhur Jaffrey, Paula Wolfert, and others served as guest chefs. The Kissingers, the Brokaws, and Brendan Gill were among the 1,000 guests who paid $150 each to attend one of the 90 feasts.

The idea of theme dinners came from NYPL trustee and Friends Chair Barbara Fleischman, who cochaired the event with Sonny Sloan. "We looked for a new way to involve people throughout the tristate area in saluting the library in their own creative way," Fleischman explained. "We sent hosts about 80 suggestions for themes, but most people paid no attention to them. They came up with their own."

About 50 of the 100 hosts recruited by the dinner committee had never even contributed to the library before. Fleischman pointed out that the hosts should be able to deduct at least part of the dinner costs from their income taxes.

The committee of 18 women sent out 4,000 invitations describing the dinners. Recipients were asked to designate six choices in order of preference or check a box saying, "I/we are devastated that we cannot attend but would like to contribute $_____." The response was so enthusiastic some hosts enlarged their parties.

Each guest received *Tables of Content*, an 18-page souvenir booklet containing messages from Gregorian and Advisory Committee members Claiborne, Raymond Sokolov, and Sean Driscoll. The booklet featured illustrations from the library's rare cookbook and menu collections.

Mayor Edward Koch, one of 20 guests at a black tie Kosher Dinner in an Early 17th Century English Library, called the Friends' affair "a super idea. It's responsive to what dinner guests really want—a small party where they can actually have substantive conversations with other guests."

Former employee gets life for shooting Gus Harrer

The former University of Florida/Gainesville library employee who shot and permanently paralyzed library director Gustave A. Harrer last May was sentenced to life imprisonment Nov. 28 for attempted first-degree murder. The prisoner, David Lord Shelley, will serve a concurrent sentence of 30 years for attempted second-degree murder.

Shelley, 47, had worked as a technical assistant in the library for 19 years before he was dismissed last February. On May 4 he burst into Harrer's office and fired four shots, hitting the director three times in the upper torso (*AL*, June 1983, p. 334).

Shelley then walked into a crowded conference room and shot at Reference Department Chair Peter Malanchuk twice, missing both times. The gunman also threatened to shoot Associate Director Max Willocks.

Originally, Shelley pleaded not guilty; but after two psychiatrists determined he had been sane at the time of the shooting he changed his plea to guilty.

At the hour-long sentencing, Assistant District Attorney Ken Hebert told Circuit Court Judge Elzie Sanders that "Harrer is a certified quadraplegic. Mr. Shelley took down a giant when he shot Dr. Harrer."

Shelley has been diagnosed as a manic-depressive suffering from hypoglycemia and ankylosing spondylitis. Betty McMahon, his court-appointed attorney, said he needed structure in his life to function normally, and the library had provided that structure until he was fired.

"When I had lost my job, I felt I had lost my life. When I shot Dr. Harrer, I almost lost my soul," Shelley said.

After the sentencing, a library official told *AL* that Shelley will become eligible for parole three years after he begins serving his prison term. Harrer is expected to return to work part time this month. Paralyzed from the waist down, he may be in a wheelchair the rest of his life.

Past ALA President Castagna and wife die together

Edwin Castagna, retired director of the Enoch Pratt Free Library and a past president of ALA, and his wife Rachel, also a librarian, were found dead in their Baltimore apartment Nov. 26.

In a bathroom wastebasket authorities found an empty sleeping pill bottle. A package of personal records, legal papers, and instructions to a lawyer and doctor were left on a desk.

Edwin Castagna had been in poor health since contracting encephalitis a year ago. Rachel had taken constant care of him with the aid of two nurses, the lawyer wrote ALA.

"It was just their way of leaving, rather than becoming old people in a nursing home," the lawyer told the *Baltimore Sun*.

"He was a very smart man and remained that way until he died."

Born in Petaluma, Calif., 74 years ago, Edwin Castagna graduated from the University of California/Berkeley library school and directed libraries in Reno, Nev., and Ukiah, Glendale, and Long Beach in California.

As director of the Pratt library in 1960–77, Castagna began an inner-city outreach program, took over the Peabody Library, and made Pratt the state library resource center. He was known as a staunch defender of the right to read as fundamental to human liberty.

Castagna was president of the Nevada and California library associations. He served as president of ALA in 1964–65 and chaired the Committee on Legislation in 1966–68.

Rachel Castagna, 69, also graduated from the University of California/Berkeley library school. She worked in the San Benito County library and as an Army librarian in San Diego and San Francisco.

Friends of the Castagnas gathered for a memorial meeting at the Pratt library Dec. 6. A colleague described Edwin Castagna as "a very gentle, gracious, and gifted man."

ALA legislative "warrior," Edmon Low, dies at 81

During his 27 years as librarian at Oklahoma State University/Stillwater, Edmon Low planned and helped build the library that now bears his name. But Low's greatest contribution to librarianship, his successor Roscoe Rouse says, was the ability to work with legislators and get laws like the Library Services and Construction Act and the Higher Education Act passed and funded.

"Low walked the corridors and knew how to talk to lawmakers, citing examples successfully in Oklahoma City as well as Washington, D.C.," Rouse recalls. ALA Washington Office Executive Director Eileen Cooke remembers him as a "happy warrior."

Oklahoma-born Low directed the OSU library in 1940–67. During those years, he served as president of the Southwestern Library Association, the Oklahoma Library Association, and the Association of College and Research Libraries. He was elected second vice president of the American Library Association in 1961 and again in 1964. Low was a member of the ALA Committee on Legislation in 1958–62 and 64–69, and served as chair in 1967–68 (see photo.)

After leaving Stillwater, he taught library science at his alma mater, the University of Michigan, from 1967 to 1972. Then he moved to Bradenton, Fla., and became librarian of New College in Sarasota, 1972–1979.

Low died of cancer at his son's home in Tulsa Dec. 2. He is survived by his wife Mayme, sons Donald and Marc, and daughter Frances Finch, a SUNY College/Potsdam librarian and ALA member.

Low was buried in Stillwater. Contributions may be sent to the Edmon Low Memorial Fund, OSU Foundation, Oklahoma State University, Stillwater, OK 74078.

news in brief

Bradshaw to leave Dallas library. After 22 years as director of the Dallas Public Library, 68-year-old Lillian Bradshaw will retire Jan. 24. "It's time to look into other things that interest me in addition to libraries —like government, politics, and organizational management," she told *AL*.

Bradshaw said she enjoyed taking time off from the library to reorganize the city's municipal courts last year, and looks forward to taking a management role in Dallas city government.

"I may even have more time for American Library Association activities," Bradshaw added. A former Texas Library Association president, ALA Councilor, and Freedom to Read trustee, she served as ALA president during the first Annual Conference in Dallas in 1971. As a current member of the Committee on Program Evaluation and Support, she

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will again be on scene at the 1984 conference.

Star gift. Actor Paul Newman recently contributed $25,000 to help build a new $4.6 million public library in Westport, Conn. The donation came from the earnings of his food companies, including Newman's Own Olive Oil & Vinegar Salad Dressing and Newman's Own Industrial Strength Venetian Spaghetti Sauce. The Newman companies earned more than half a million dollars since 1982; profits are donated to charities and educational products.

Joan Turner, director of the Westport Public Library, told *AL* that Westport residents Newman and his wife Joanne Woodward frequently use the library. "We try not to make a fuss, but I've noticed that the circulation desk is suddenly overstaffed when they come in."

Californians vote nuclear freeze. At its 85th annual conference held in Oakland Dec. 3–7, the California Library Association called for a nuclear freeze.

CLA members asked the United States and the Soviet Union "to halt the manufacture, testing, and development of nuclear weapons and to schedule an immediate summit conference so that plans can be made to prevent a nuclear holocaust."

The resolution, which was proposed by Director Victoria Musmann of the Santa Fe Springs Public Library, was sent to the presidents of the U.S. and USSR and California's senators and representatives in Congress. An amendment reiterated the librarian's responsibility to provide materials presenting all sides of the issue.

Held in the Oakland Convention Center and the Hyatt Regency Oakland, the conference attracted more than 2,500 librarians, trustees and Friends of the Library. In the keynote address, Frederick Ungar, founder and president of the Frederick Ungar Publishing Company, traced his 60-year career. Butte County Public Library Director Josephine Terry presided over the conference, which centered on the theme of "Animations." □

QUICK-BIBS: Featuring new & recent books on a timely topic

Bill Ott, compiler

LOVE

It seems only right that socially responsible librarians should do all they can to help lovers meet the challenges of the Valentine's season. A box of candy just isn't enough anymore. Love among the Baby Boomers has become a complex issue in need of careful analysis.

For example, a contemporary lover might find the love object asking an opinion on *relationships*. Whoever fumbles that question might be looking at a long string of solitary TV-dinners.

To help librarians help lovers face each new tete-a-tete, we offer our first "Quick-Bib": titles we've spotted relating to love and romance. Imprints are 1983 through spring 1984. Each book has its merits, but too much analysis might be bad for the liver and is not the purpose of this "alerting" service.

Alberoni, Francesca. *Falling in Love.* Random, 1984, $13.95. (0-394-53007-1, 83-4275)

A structuralist critic suggests that falling in love is analogous to the social forces at work in a revolution.

Bawdy Verse: A Pleasant Collection. Ed. by E.J. Burford. Penguin, 1983, $3.95. (0-14-042297-8)

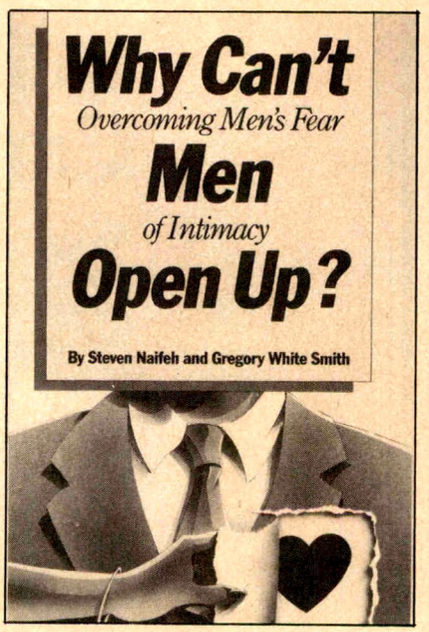
Offensive? Off-color? Trivial? Yes on every count, but we all have our guilty pleasures. (And who can resist a poem with a title like "Panders, Come Awaye.")

Fast, Julius and Bernstein, Meredith. *Sexual Chemistry: What It Is, How to Use It.* Evans; dist. by Dutton, 1983, $12.95. (0-87131-417-7)

The author of *Body Language* goes one step further; how to enhance sexual attractiveness through sight, sound, scent, and, of course, touch. Pillow talk for the MBA crowd.

Leonard, George. *The End of Sex.* Tarcher; dist. by Houghton, 1983, $12.95. (0-87477-178-1)

The jig is up, according to the controversial Leonard, who sees sexual liberation as having depersonalized the fabric of modern life. Get thee to a nunnery.



Timely book from Clarkson Potter

Liebowitz, Michael R. *The Chemistry of Love.* Little, Brown, 1983, $15.50. (0-316-52430-1, 82-20866)

Don't invite Michael Liebowitz to your Valentine's party. His idea that the problems of the lovelorn relate to body chemistry (and should be treated with drugs) is not exactly romantic.

Marshall, Megan. *The Cost of Loving: Women and the New Fear of Intimacy.* Putnam, 1984, $14.95. (0-399-50742-6, 82-19036)

Marshall argues that today's successful single woman is part of the "Control Generation," women who crave intimacy but fear losing the hard-earned control they maintain over their lives.

Naifeh, Steven and Smith, Gregory White. *Why Can't Men Open Up? Overcoming Men's Fear of Intimacy.* Clarkson Potter, 1984, $12.95. (0-517-54996-4)

You would think intimacy was malignant, the way everyone seems to be fearing it. Naifeh and Smith offer advice for fearful males who blanch at the notion of communication, especially in the bedroom.

Peterson, James R. *The Playboy Advisor on Love and Sex.* Perigee, 1983, $16.95. (0-399-50752-6, 82-19036)

Life can be rough out there on the sexual frontier, as these titillating questions and answers from the pages of *Playboy* attest.

Rose, Phyllis. *Parallel Lives: Five Victorian Marriages.* Knopf, 1983, $16.95. (0-394-52432-2, 83-47785)

The politics of marriage as seen through the relationships of five famous 19th-century couples, including Jane Welsh and Thomas Carlyle. The Victorians had it rough, too.

Rothman, Ellen K. *Hands and Hearts: A History of Courtship in America.* Basic Books, 1984, $18.95. (0-465-02880-2, 83-45261)

Our mating rituals have changed a bit over 200 years, but Rothman concludes that "the search for someone to love has not lost its urgency." □

***Bill Ott,** who writes this column freelance for* American Libraries, *is books-for-adults editor of ALA's* Booklist *magazine.*

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How to handle tax forms, bookdrops, due-date guns, and snack bars

Q. In California, public libraries are the major distribution point for state and federal income tax forms. How do libraries handle this responsibility and does it cause problems for the staff or the public? ***Suzanne Foster, Head of Public Services, Stanislaus County Free Library, 1500 I St., Modesto, CA 95354 (AL,* Sept. p. 512).**

A. For two years we have maintained multiple copies of various popular tax publications and forms for free distribution. We also use the special library package of Internal Revenue Service forms designed for photocopying and we display the IRS poster that says the library does not provide answers to specific tax questions.

The library does all photocopy work for its patrons so we have had no problems with missing or lost forms. Patrons seem happy to pay the photocopy charge, since the IRS toll-free number is always busy and the nearest office is 25 miles away. *Rip Strautman, Librarian, Lehigh Acres Public Library, 1301 Homestead Rd., Lehigh Acres, FL 33936.*

A. We place IRS forms at the circulation desk on library-use-only reserve, under the reference librarian's name. No problems have developed. We found that it's wise to keep the tax materials on reserve after April, for we still receive requests for the old forms. *Sheila Rezak, Educational Resource Center Librarian, Purdue University/Calumet, Library, Hammond, IN 46323.*

A. This will be our fifth year in the chaotic tax forms business. Our major outlay in staff time is in helping the increasing numbers of people who come to us for forms. Because we provide a needed public service and see people who otherwise might never come to the library, we think our heroic extra efforts at tax time are worthwhile. Here's what works for us:

1. We place the tax forms in an attractive area far from the front door so the visitor (and possibly new patron) has no choice but to see the library. We display posters and brochures about library services and cartoons about tax time.
2. To avoid non-stop answering of the non-stop question "Where are the tax forms?" we run a 3-inch-wide heavy red tape on the floor from the front door to the tax forms. Now all we have to say is "Follow the red tape!"
3. Our state legislator lives nearby and brings us large supplies of state forms. We post a note to credit him.
4. We keep reference binders of state and federal forms at both the reference desk and the circulation desk near the copy machine, and hide extra copies of popular forms to replace worn-out or stolen ones. We have extra supplies of change and copier paper.
5. We keep six years' worth of all forms, one reference copy of each, and many copies of the current forms. They tend to disappear, and people ask for them all year.
6. The poor soul in charge keeps notes and at the end of April writes "What to do next January," including guesstimated numbers of forms to acquire.
7. We find it is the work of a moment to put labels on the edges of the adjustable bookcase shelves where we set out the forms, but the work of a week to get them off again. So we simply turn the shelves around, and then turn them back again next year. *Gray McCarroll, Assistant Reference Librarian, Acton Memorial Library, Main St., Rt. 27, Box 1015, Acton, MA 01720.*

Q. What libraries have installed a bookdrop in a location remote from the library? Who empties it and how often? What is the public reaction? ***Marian Milling, Outreach Librarian, Ela Area Public Library, 135 S. Buesching Rd., Lake Zurich, IL 60047 (AL,* Sept., p. 512).**

A. The Baldwin (N.Y.) Public Library has had four remote bookdrops for more than 10 years. Two are in shopping centers, one at the railroad station, and one in a parking lot. Our service area is approximately five square miles. About 30 percent of the more than 400,000 items circulated annually are returned through these Boardman Auto-page units. Our custodial staff empties them daily or they become overfilled.

Vandalism has been minimal and the service is very popular. We highly recommend it as a way to get books back faster and save patrons gasoline. *Walter Haber, Director, Baldwin Public Library, 2385 Grand Ave., Baldwin, NY 11510.*

A. The Decatur (Ill.) Public Library has 11 remote bookdrops located near our bookmobile stops within the city limits. On the day a bookmobile parks nearby, the drivers empty the bookdrops, otherwise we use a delivery van Monday through Friday. The public appreciates the bookdrops, since the library serves more than 94,000 people living within a 42-square-mile area. *Betty Lou Hicks, Extension Librarian, Decatur Public Library, 247 E. North St., Decatur, IL 62523.*

A. All of the Evansville-Vanderburgh County Library bookdrops are heavily used, which leads us to believe they are popular with the public. Patrons occasionally complain if the drop-boxes get too full, or they claim overdue materials must have been stolen from the bookdrop.

Two of our remote bookdrops are on a street near a parochial school and are emptied twice a week by our messenger van. The other one is on the circular drive of the University of

Over to you

1. What libraries lend musical cassettes (classical, Broadway, etc.) on interlibrary loan and also catalog them on OCLC? (Ind.)

2. How do libraries organize their costume vertical files? (Ind.)

3. How effective are the various glare-control filters (micromesh, polarization, etc.) on OCLC terminals? (Tex.)

4. Who has AV materials or computer programs for training library staff in library automation? (N.M.)

5. What libraries have established methods for predetermining a target enrollment for summer reading club programs? Does this include both preschool and school-age children? What factors in such a projection indicate a successful number of enrollments? (Tex.)

Please send replies to Action Exchange

Evansville. The university library empties the box and delivers the materials to our messenger. *Margaret J. Kyle, Assistant Director, Evansville-Vanderburgh County Public Library, 22 S.E. Fifth St., Evansville, IN 47708.*

Q. How do libraries with computerized circulation systems indicate due dates for their patrons on the outside of book covers? *Arthur Liebhaber, Circulation Librarian, Northeast Branch, Miami-Dade Public Library System, 2930 Aventura Blvd., Miami, FL 33180* (*AL*, Sept. p. 512).

A. We stamp due dates on 1½-by-4-inch labels placed on the back cover of the books at the Scottsdale (Ariz.) Public Library. The process eliminates the book pocket, allows check-in without opening the book, and assists in the weeding process. *Charline Longstreet, Support Services Manager, Scottsdale Public Library, 3939 Civic Center Plaza, Scottsdale, AZ 85251.*

A. The Victoria Public Library and the Victoria College-University of Houston/Victoria Library use Monarch label guns to indicate due dates on the outside of book covers. The Monarch Company prepared guns for us that print due dates instead of prices. The name of the library and the words "Due date" are preprinted on the labels. Our item numbers (OCR) are also located on the outside of the covers. Handling of materials by the circulation personnel at the time of charging and the length of queues at the circulation desk have been significantly reduced. *Michael L. Stevens, Associate Director, Victoria Public Library, 302 N. Main, Victoria, TX 77901.*

A. Since last March the Cleveland Public Library has been using label guns to indicate due dates on the back covers. When the book is returned we do not remove the label, but put a new one over it when the book is charged out again. When the labels start to build up, they are easily removed at charge-out time. Patrons and staff like the labels. *Edward Seely, Head, Technical Services, Cleveland Public Library, 325 Superior Ave., Cleveland, OH 44114.*

Q. What academic libraries house snack bars or food concession areas? Have the eating facilities affected food consumption in other areas of the library? *Carol Wall, Maag Library, Youngstown State University, 410 Wick Avenue, Youngstown, OH 44555.*

A. Libraries with food vending areas find that food travels to all parts of the library. The libraries at both the University of Chicago and Northwestern University have had to hire special staff to monitor the snack bar exits to see that no food goes out of the area. Academic library newsletters frequently mention the snack bar problem—it ranks right up there with getting people to clean out the staff lounge refrigerator. Recently one library removed its food concession because of the filthy conditions it caused.

If you don't have a snack bar already, avoid it at all costs. If you must put one in, make sure that part of the food-service profits come to the library to cover costs of extra guards and cleaning help. Vending companies will share their profits with you, but the money usually goes into a general university fund and the library never sees any of it. Make the facts clear to your administration: the library will need money to cover the costs attendant on providing food service. *Sandy Whiteley, Program Officer, Association of College and Research Libraries.*

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reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

IRS thanks librarians

I WANT TO THANK THE MORE THAN 18,000 librarians who provide their patrons with tax information supplied by the Internal Revenue Service.

Librarians stock and distribute tax forms by the thousands, provide IRS publications as reference tools, circulate audio cassettes of tax instructions, and offer their library facilities as sites for Volunteer Income Tax Assistance (VITA) and Tax Counseling for the Elderly (TCE).

ROSCOE L. EGGER, JR., commissioner of internal revenue, Washington, D.C.

Commemorating "mistake no. 7000000"

I REMEMBER THE MORNING I logged on to OCLC and saw the announcement of the 10-millionth record. Out of curiosity, I called up the record and was dismayed, but not surprised, to find a wrongly tagged record for a thesis from California State University at San Bernardino (OCLC symbol CSB). The record was tagged as though the thesis were a published monograph rather than an unpublished manuscript. The thesis note was formatted incorrectly also. So I sighed heavily and went about my business.

Then I received my December issue of *AL* and on page 698 descried a photograph of two people with very self-satisfied smiles. I just had to know the cause and discovered that they were the creators of messy no. 10,000,000.

I decided to take action and give the lie to all this hoopla. I would write Michael Burgess and give him a chance to correct his record and let *AL* know that they had not reported an achievement but had commemorated mistake no. 7,000,000 (I read a study that asserted that one-third of the OCLC records were duplicates, which makes CSB's record about no. 7,000,000.)

I called up the record and, to my amazement, saw that OCLC had corrected all the errors. This gave me a brilliant idea. What if all records in OCLC were lauded as some milestone or another: ANNOUNCEMENT!! Record no. 10,535,621 was entered yesterday by Beverley Geer of the School of Public Health in Houston!!

Would OCLC march straight to the terminal and peruse the record for errors and replace the record if necessary? Would the database achieve nirvana?? Think of it, quality control in OCLC! I think the idea has merit.

BEVERLEY GEER, ALA member, University of Texas School of Public Health library, Houston.

One-person-library watch

For a book on one-person librarianship, I would like to hear from anyone who is now employed, or has been employed, in a one-person library. I need to know your experiences, problems, goals, successes, failures, interactions with management and with users; in fact, I would like to know anything you want to share with me regarding working in a one-person library.

Please address responses to: Guy St. Clair, P.O. Box 1259, Murray Hill Station, New York, NY 10156.

Defending access to nuke info

I'VE JUST READ THE STATEMENT OF Sandra K. Petersen, documents librarian of the College of William and Mary, for ALA, to the Department of Energy concerning its proposed rule: "Identification and Protection of Unclassified Controlled Nuclear Information (Oct., p. 580).

It is an admirably thorough and cogently presented position on a matter that is not only a serious concern to the library and information profession, but one that could present crippling impediments to effective service. Ms. Petersen deserves appreciation for her work.

JOSEPH C. DONAHUE, University of South Carolina library school, Columbia

We'd all be losers without "users"

"USE IT OR LOSE IT" ACCURATELY describes the library profession's choice in regard to the word "user." Michael Gorman was seeking another word (Oct., p. 597), because "user" had had its scutcheon smirched by drug-culture association.

Why should we surrender our good four-letter word without a fight? *Our* users deserve better. If we run up a white flag and substitute some carpentered word, the profession rightly merits the "timid mousie" image we say we don't deserve.

The American language is rich in words that carry many meanings. See "get" in your unabridged, for example. Some of our best humor, both high and low, depends on the play of words. The multiple meanings must be a trial to foreigners learning English, and to computers, but the rest of us cope handily with the subtleties and experience no difficulty. The struggle between high and low meanings is an old one. Take "queen" for example. Yet Elizabeth II is no less a queen because of the guy in drag. And that particular duality has been going on since the word was spelled "cwen."

"User" is a good word: short, simple, understandable. To keep it will not be much of a battle, because it is the natural word for its job. "User" has an important, useful, and honorable meaning for us. We can use "user" without apology or snicker of embarrassment. Our colleagues in the classroom have not thrown out Whitman. *Leaves of Grass* is safe in the canon of American Literature. The original significance of grass is not in dispute. The *gramineae* easily overwhelm the *cannabis*. Similarly we need not fear confusion or contamination for "user."

Substituting constructed words for good natural ones got us into the mess of jargon, gobbledegook, and bureaucratese we struggle through every day. We have learned the hard way that superfluous polysyllabic circumambient locutions potentially promulgate impenetrable obfuscation.

Let's keep "user" for ourselves and *our* users.

HELEN C. BALL, ALA member, Special Collections, Miami University Libraries, Oxford, Ohio

"Veering off" from Gorman

I'M SORRY, MR. GORMAN, BUT I must strongly disagree on the appropriate term for our library clientele (Oct., p. 597).

The term "client" is not as ill-suited as you insubstantially argued it to be. You yourself gave a dictionary definition that substantiated it as a feasible term, yet you disallowed it based on personal sentiment. A national contest based on *your* personal sentiment? Are you serious?

I can somewhat agree, though not for the same reasons, concerning the word "borrower." Those who frequent the hallowed halls of our libraries are, at times, merely loungers, sleepers, or vagrants, not apt to be borrowing anything other than space, and therefore need not always be true "borrowers" in order to be welcomed into the womb of the library. It is here, however, that we, shall I say, "veer off" (?) in rather opposing directions.

You can't seriously consider an unfortunate incident in a taxi a good enough reason to expect those who are satisfied with the term "user" *not* to use it, and to take part in some absurd contest just to make *you* happy? If you had been a pig farmer and your companion had commented on the upcoming snorting contest, and the cabbie had had a similar reaction, would you want to change *that* term as well? The mere fact that "user"

and "patron" are "commonly encountered" terms, should be enough for you to realize that not all of us are as dismayed as you are that Gertrude Stein is unavailable to aid us in this Gorman-induced dilemma.

I see no need for a national contest, but if you succeed with "libraree" (ugh!), you can teach the classes needed to learn to both pronounce and spell it, and you can also fund the national campaign to promote it!

Let's "use" what we now have for our "patrons" and not "borrow" or coin a new term to make our jobs more difficult, or to further confuse our "readers" and "clients." Haven't we better things to do?

ROSANNA O'NEIL, ALA member, Ohio State University Libraries, Columbus

False humility revealed

ALTHOUGH I REALIZE MICHAEL Gorman's article on what to call library users was meant to be funny, I found it nevertheless objectionable on several grounds:

1. While I too cringe at the sound of "patron," *Webster's Third International* specifically states one of its definitions is: a library user. Those who have difficulty with words having more than one usage would make poor reference librarians. It is they, not the English language, who patronize users.

2. The "-ee" suffix, as far as I know, is used with verb forms, e.g., payee, employee, absentee. Yet Gorman jokingly applies it to library, which has no verb form. With writers like this, is it any wonder we don't know what to call ourselves?

3. Gorman's objections to current words for users are based solely on his own associations, all negative, with the words, not on any inherent weaknesses in their usage. Unlike him, I don't think of shyster-lawyers when I hear "client." I think of someone using a professional service. And I suspect most patrons of the arts are willing patrons of their libraries too.

4. The search for a value-free term for our clientele is, I suspect, yet one more manifestation of the false humility of many librarians who, seeking and not finding professional status, are embarrassed both at being equal to and superior to their clients.

PAUL B. WIENER, State University of New York library, Stony Brook

Big $$ for bag of tricks

ALTHOUGH I MYSELF FEEL THE deficits of a library education that gave little place to practical knowledge about librarianship, I would like to ask Mark Plaiss (Oct., p. 618) why a prospective library school student should attend a graduate school, paying graduate school prices for a bag of tricks?

I will agree with Mr. Plaiss that a lot of library skills are, in the nature of human endeavors, fairly simple to learn and to use. A number of the problems that libraries face, however, are real stunners.

I can't believe that prospective librarians need graduate study to learn how to process an interlibrary loan. Perhaps most librarians should get this training on-the-job or through a vocational school quick course.

Mainly, however, I hope to see more evidence of rigorous graduate programs where students are taught critical and creative thinking about the problems that surround us.

LYNNE S. BERTALMIO, ALA member, Stillwater (Minn.) Public Library

Shoveling dirt for the wrong road?

ALTHOUGH REALISM FORCES ME TO appreciate the pragmatic attitudes expressed by Mark Plaiss (Oct., p. 618), I cannot help but sympathize with Mr. White's philosophical views.

Though basic skills get us through the day, theory guides us, makes us think, and helps us determine priorities.

Skills do "get the job done," Mr. Plaiss, but is the job useful? Jesse Shera's famous statement rests fixed in my mind: "Library efficiency frequently consists of doing well what need not be done at all." Alas, how many of us are shoveling dirt that will never help build the road that leads to knowledge?

(Continued on p. 18.)

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How can we ever defend the freedom to read from those who love censorship if we do not discuss, read, and think about intellectual freedom? How can we open libraries to the poor if we do not consider their needs and find practical reasons to convince those in power to furnish the resources? How can we be librarians if we do not think about why we chose this profession? Library school provides the needed teachers, material resources, and environment to delve into these real and living problems.

Because of the present structure of the profession, it is absolutely necessary for us to be equipped with some skills when we leave with our MLS, but as the profession evolves, perhaps these needs will be better met in the library setting.

I strongly question Mr. Plaiss's implication that lawyers, doctors, and dentists are fully trained in school, as usually they spend several years under the close surveillance of experienced professionals upon completing their studies.

How, Mr. Plaiss, can a librarian bring patron and information together if the potential patron is afraid of entering the library or if the information has been censored? I believe that our purpose is more fundamental: this is, our function is to lead humanity to knowledge through information.

MARTHA CHILDERS, ALA member, Swiss Institute of Comparative Law, Lausanne, Switzerland

Error in ALA membership profile

UNFORTUNATELY, WE HAVE DISCOVERED an error in the data we prepared for the Oct. issue's profile of ALA's 1982 membership (p. 611–12), thanks to the eagle eye of Dimity Berkner of Unipub, who called to question some of the numbers.

The error affects tables 3 and 4. In table 3, under special libraries, ALA should be represented by 1,644 (8.4%) librarians, *not* 2,642 (14%). In table 4, 403 personal members should fall under the "03 State" category, representing 2% of respondents (*not* 1,431 and 7% as given)

MARY JO LYNCH, ALA Office for Research

Beyond "Disneyland of the mind"

MICHAEL HEDGES' VERY USEFUL and well intentioned piece (Sept., p. 558–60) points up a couple of problems which deserve comment. First, with the exception of Bullfrog Films and the three titles listed, there are no independent companies mentioned, nor small independent distributors of video software.

The domination of video acquisition money by large companies and big jobbers means that small, independent companies are threatened for their very existence; the drain of 16mm money into video acquisitions by public libraries has meant that small companies must enter the video market in order to survive, and yet libraries have turned almost exclusively to large companies and jobbers to spend their money. The first rationalization for this is price, and this is often given without looking at pricing by the independents.

It is commonplace for libraries to spend the first- and even second-generation video money exclusively on feature films. This is justified in much the same way as libraries have justified the bestseller syndrome. Michael Hedges does avoid this to some extent, but the majority of his suggestions focus on feature-length films. My hope is that librarians will get beyond what I have called the "Disneyland of the Mind" in another publication and truly concentrate on the video needs of all their patrons, especially those of children and young adults.

The most important thing is to select video on the subjects of interest to the patrons, and to do that you must use the "tools" available, two of which are: *The Video Sourcebook* from the National Video Clearinghouse, Inc., and *Film File* from the Media Referral Service. Magazine and journal reviews can be useful, such as those in *Booklist* and *Video Review* (Viare Publications, NYC).

DON ROBERTS, Independent Media, Minneapolis, Minn. □

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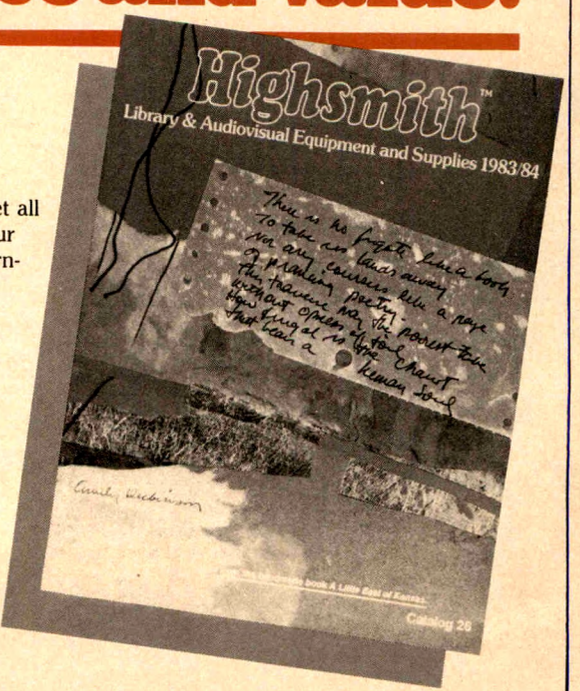

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library life

Avis Mandel

Minneapolis magazine inspires new looks for librarians

"If you have two or three professionals working on you for six hours, you're going to look good," said Darlene Arnold (above) of the new makeup and hair style created for her portrait in a fashion article recently run in *Mpls./St. Paul Magazine*.

Arnold is senior librarian in the professional library at Minnesota's Office of Public Libraries and Interlibrary Cooperation.

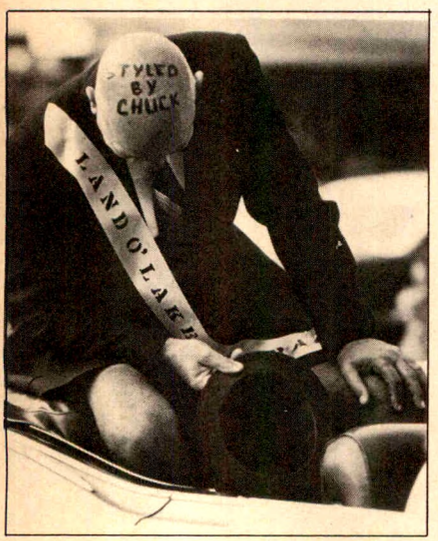
The editors of the article, "Looks for the Books," had asked three librarians to go to specified salons to change their appearance so "patrons would turn from their books for a second look." Arnold's experience was typical.

The magazine published "before" and "after" color photos of the librarians.

"It wasn't quite the image of librarians I would have projected," said Arnold, who thought the presentation was somewhat stereotypical. "I had to take vacation time to go through with the salon and photographic sessions, but it was a once-in-a-lifetime opportunity. Had I been paying for it, the job would have cost well over $125." Her hair was styled, trimmed, permed, and colored; her makeup, completely changed.

The magazine chose the Rocco Altobelli salon to glamorize Arnold.

The other librarians featured were Barbara Nemer, a media specialist at Robbinsdale Armstrong High School, and Kathleen Markowitz, head of cataloging with the St. Paul library system.



Dave Polcyn, *Tampa Tribune*

New mayor Clarence Charles Martin enjoys a joke on himself as he entertains voters at Fall Festival. Proceeds of the election went to Land O'Lakes library, which may use the money to start a building drive.

Mayor pays library for post

An unconventional Mayor's Race in Land O'Lakes, Fla., made the local library some $2,090 richer.

Though the small unincorporated community has no mayor to call its own, an honorary mayor is elected in September to preside over the Chamber of Commerce Fall Festival.

Anyone can be a candidate by paying a $25 entrance fee. Voters in the community of 36,000 cast their ballots in dimes, which they deposit in containers placed at two locations. Each container bears a candidate's name. The top dime-maker wins the mayoralty.

This year the COC selected the Land O'Lakes Library as the organization that would receive the proceeds of the election.

At a luncheon in late September COC President Phillip White announced that Clarence Charles Martin, a self-employed builder, had won the mayoralty. White presented the check to John T. Rauch, chair of the Friends of the Library board.

Librarian creates book on older black residents

In All My Years, a photo book and exhibit of older black residents of Champaign-Urbana, Ill., was on display at the Parkland College Library in Champaign through Dec. 14.

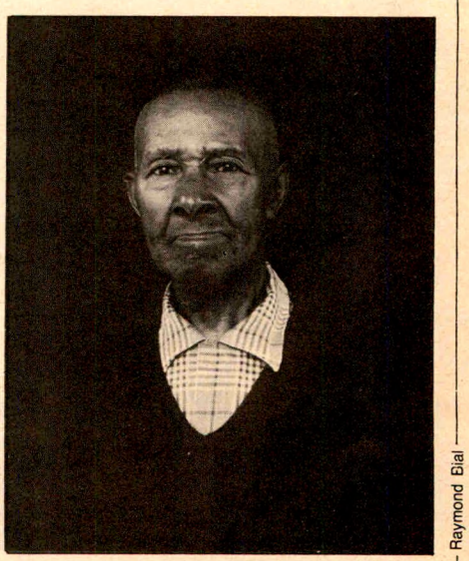
Raymond Bial, acquisitions librarian at Parkland and a photographer, shot the portraits and prepared biographies of each of the 52 subjects during the summer of 1983. What emerges from the book is a group of character studies of individuals who have endured through difficult times.

"I have long held that libraries are in an excellent position to offer many such cultural programs beyond traditional library service," Bial told *AL*.

The Parkland library and Champaign Public Library, along with the Champaign County Historical Museum, sponsored the project with LSCA Title III and Illinois Arts Council funding.

Champaign Public will display the Bial photos during February. Following that, they will be available as a traveling exhibit. The book can be obtained by sending a check (payable to the CCHM) for $7 plus $1.50 handling to the Museum, 709 W. University Ave., Champaign, IL 61820. For more information, contact Bial at Parkland College Library, 2400 W. Bradley, Champaign, IL 61821.

Illinois libraries sponsored the photographic project,* In All My Years, *in which Willie Holt (below) was featured. He worked in the WPA during the Depression and had his own sanitary hauling business from WW II until his retirement.



Raymond Bial

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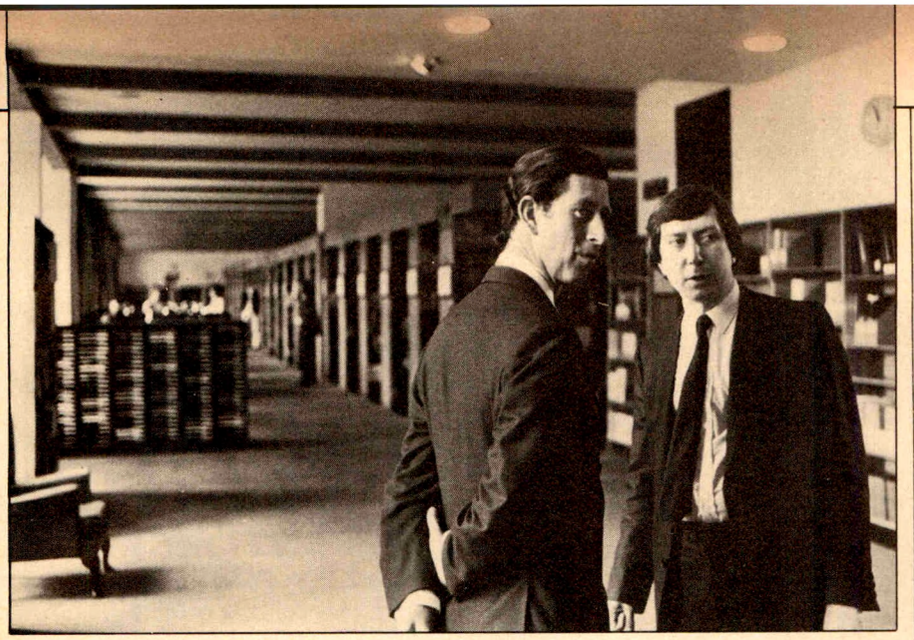


Little went according to plan when Richard Lester, librarian, conducted Prince Charles round the London Business School library.

Prince pays discomfiting visit to library

London Business School Librarian Ray Lester can confirm that little goes according to plan when showing Prince Charles around.

The plan was to enlighten the Prince on modern library techniques. He had come to LBS to formally open a new teaching facility, the Plowden Building. But he spent a total of five minutes in the library. Just after the above photo was taken, he turned to a group of people positioned by the card catalogs.

"Are you librarians?" he asked. "No," they said, "we are MBA students."

"And since these were the first students he had met . . ." Lester told *AL*, "the Prince used most of his five minutes talking to them about their courses."

According to Lester, the School principal was anxious to keep to the timetable laid down for the visit. "So he then whisked the Prince past the online demonstration carefully prepared by our senior assistant librarian, Andrew Ettinger, only allowing him to have a brief chat with the librarians staffing the Information Desk.

"The Prince asked how we issued books," Lester continued. "As we have a very simple manual issue system, we could hardly impress him there with how technologically advanced we were!"

Fortunately, Ettinger and other librarians were able to talk to Prince Charles later in the day at a reception.

Bob Haft

January brings *Annuary*

Evergreen State College Library staff have done it again: produced an upbeat publication introducing new users to its library services. "Library Life" described the Olympia, Wash., library's earlier creation in Feb. 1982.

Bob Haft, slide curator, did the photography and Judith Espinola, coordinator of media services, wrote the copy for *The Library Annuary 1983–84*, a 10½-by-16½-inch wall calendar.

In this photo from the January page, Media Production Center head Wyatt Cates poses as the New Year baby in a satirical "First Year Growth Chart." His media literacy skills are enumerated: e.g., "Mixes well, especially when words, sounds, and songs are involved."

Copies of the Annuary are available on loan through the LOEX Clearinghouse, Center of Educational Resources, Eastern Michigan University, Ypsilanti, MI 48197.

Staff acquires "handicaps"

"Staff meetings that day were really a trick," said media services head Rick Shriver of the John McIntaire Public Library in Zanesville, Ohio. "They were so unproductive, we had to go back a week later and run through all the material again."

Shriver was one of the staff who adopted a simulated handicap on "Handicapped Awareness Day," Oct. 12. He was playing deaf and said his lip-reading skills were not adequate for normal communication.

Debra Rhodes, extension librarian, coordinated the day. She was one of the first to realize that the physical barriers presented by the library building were formidable. A major drawback was the absence of an elevator to the second floor, where most adult services are located.

This sensitizing was part of two weeks of special programming in observance of "National Employ the Handicapped" week.

(Below) Marge Berry, children's librarian, learned how difficult it was to check in books with one arm in a sling as she simulated the handicap for a day.

P3448

THE CHINESE DISCONNECTION

An American in China finds his students severed from the library books they need

by John N. Miller

Author's note: This article is not meant as a general indictment of library services in the People's Republic of China. I have only limited experience with such services. I expect that many Chinese library officials strive to open their libraries to every authorized user. Indeed, conditions in Chinese libraries are likely to improve over the years to come, just as many other services are improving.

This article is meant rather as an expression of the dismay one feels when finding a wall blocking access to information in a library. It is such access that we in the United States cherish, or ought to cherish, and need to protect. We expect to meet with assistance and openness no matter where our intellectual curiosity leads us. We ought to be indignant when we or others are denied this privilege. We have a duty to be so. —J.N.M.

WHEN I WAS A graduate student in Wales, I lived in a small village overlooking the Irish Sea, a place frequented in the 19th century by Gladstone when on holiday. Everything was small there—the bakery, the school, the clinic, the library. The library—Welsh granite on the outside, and stuffy Welsh air inside, furnished with sturdy wooden tables, two of them, immovable as the walls. It was not a place to lounge with a newspaper. The very shelves seemed to frown at you, and each gave you a stern rebuke in a voice like Dylan Thomas's if you ignored it. But I couldn't stay away from the quirky place, and the librarian got used to my peculiar Ohio accent after a few weeks.

When I left Wales I moved to a town in Vermont. The library there was a modern, two-story affair with plenty of big windows, soft blue carpet, clearly labeled shelves, and the latest records in plastic covers. You could sit in cushiony easy chairs and browse through papers from Boston or New York, or read about local town meetings while keeping an eye on who was walking by outside.

Served in every conceivable way

Libraries. From the stolid cathedrals of the big cities of the East with the inevitable bum asleep in a corner chair, to the breezy, multimedia places in prosperous towns, bustling with teenagers doing their homework, to the ancient, top-heavy village landmarks with Carnegie's name etched above the entrance, to the excitement of the academic repository of ideas. I can't avoid them, and they've served me in every conceivable way wherever I've been. Would that I had a dollar for every hour spent browsing aimlessly, or nearly so, in libraries from San Francisco to Providence, from London to Edinburgh.

Not long ago I began teaching at a college in the city of Wuhan (population over three million) in central China. There, for the first time, I had a war with a library.

I taught English in 1981–82 at one of the largest teachers colleges in the country. My students, most of whom were perfecting their already reasonably good English, will be English teachers in Chinese high schools when they graduate. They have virtually no textbooks in any courses. China is still a very poor country. So with textbooks scarce, supplies in bookstores either non-existent or very meager, and any spare money going for food and clothing, the importance of the college library as a source of materials is magnified.

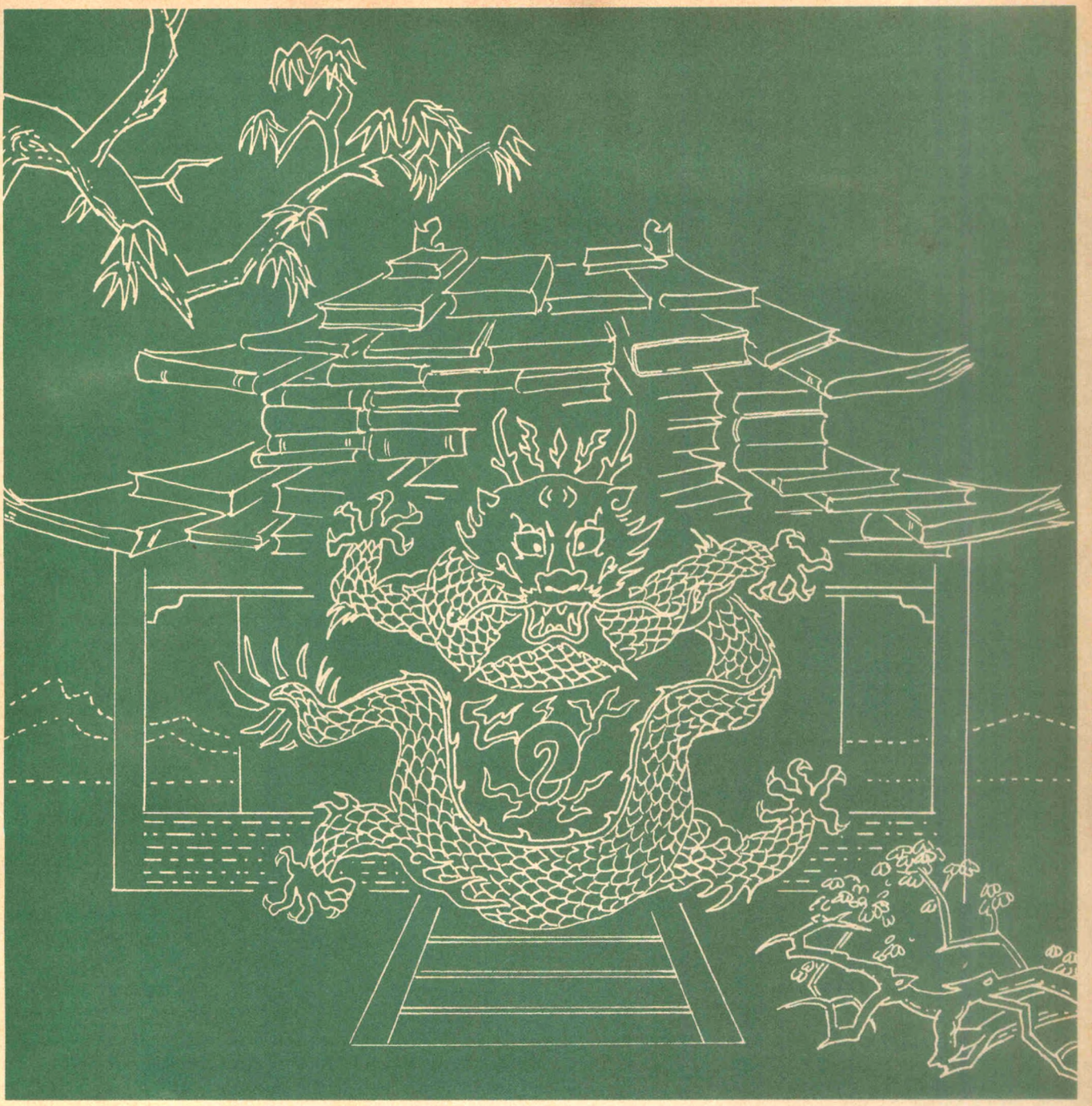
Our school's library, like most such buildings in China, is an ugly, rectangular monster, two stories of bare concrete. Reading rooms are jammed with tables and crowded with students who have no place else to study, and all are overseen by a gigantic portrait of Mao, still not entirely out of favor in Hubei Province.

The rooms steam in the notorious Wuhan summer, the walls dripping with humidity, and they freeze in the winter. There is no heat, no carpet, nothing to take the edge off the cold. Students come armed with stocking caps, bulky coats, and gloves with the finger tips cut out so they can take notes. There are never enough seats for the number of students, so between classes there is intense scurrying about. In all seasons the library reeks from the foul odor of the bathrooms as it winds its way up the staircases. You quickly learn the most important places to hold your breath as you walk down the halls.

Despite these handicaps, students never fail to fill up the library. It's a place to study. Such places are few, and students in China work hard; their future rests on their industriousness.

John N. Miller is an English teacher specializing in English as a second language. He has taught at Antioch and Wilberforce Universities, and earlier served with the Peace Corps in Guatemala. He spent the 1981–82 school year at the Central China Teachers College, People's Republic of China, where he taught English composition. He currently teaches in the Portland, Ore., area.

Pro Lingua Associates of Brattleboro, Vt., will publish his text on English as a second language early this year.



Mary Phelan

No one in authority objects to students bent over their studies at the library tables; but those who try to borrow a book, read a newspaper or a journal, or make easy use of a reference work run into trouble. The fact that students aren't allowed into the stacks would not be so important if there were other reliable means for them to find a book. But the obstacles placed in their way are sufficient to frustrate even the most determined.

If one can wade through the sea of confusion in the card catalog, one faces that creature notorious to all Chinese city dwellers: the clerk. In the department stores they are rude and careless, flinging merchandise at the customers with disdain. In the libraries, behind the formidable counters, their noses poked into a pile of bureaucratic busywork of the sort that plagues all of China, clerks and their bosses see customers as nuisances to be handled with suspicion and antagonism.

After a cursory look through the mysterious stacks beyond closed doors to the rear, the library clerk will, more often than not, return to announce without expression, "We don't have it," or "It's out."

The spoils of war

I lost my war with the library as I knew I would; but I won a battle or two, or at least I was allowed to think so.

My enlightenment began my second day in Wuhan, when I decided to investigate the library. I learned immediately that even faculty were not allowed in the stacks. I took it good-naturedly when I was referred to the card catalog by a heavy-set clerk with thick glasses. After half an hour I returned to

her with six titles in a neatly arranged list. She left, reappearing with two small books. "These two are out," she said pointing to my list, "and these two are picture books." No one was allowed to borrow picture books. Hoping to avoid the scourge of being labeled a bellicose American, I beat a polite retreat.

But I needed those picture books for my courses, and a discussion with the chairman of my department resulted in a letter enabling me to go into the stacks, borrowing the picture books I needed for one time only.

What curious wonders I found there, armed as I was with my wooden pass to flash for anyone who questioned my authorization. The English collection consisted of perhaps five thousand volumes, many of them old enough to be remnants of the colonial days when Wuhan was an outpost of British, German, and French trading. There were dusty copies of John Buchan novels, Agatha Christie mysteries whose rickety covers crinkled when opened, the odd history (one on German atrocities during World War I), collections of Dickens novels and G. K. Chesterton essays.

There was a section of gifts from the Soviet Union during the friendlier days of the fifties: Gorky's novels and stories in stern brown covers, the works of Lenin, Tolstoy's memoirs, all of them smelling as if they'd been in an attic for decades.

The Soviet collection stops at 1960, about the time the American one begins. And a surprising collection that is, beyond such authors as Mark Twain, Ernest Hemingway, and Jack London (perhaps the most famous American writer in China). It includes modern works such as Ann Beattie's *Falling in Place*, Nabokov's *Lolita*, Updike's *Couples*, and Erica Jong's *Fanny*. Most of these had been gifts of an American publishers' tour that stopped in Wuhan. There were also Chinese editions of pirated novels such as *Winds of War*, with the title pages empty of everything but the titles. (China is not a partner in the international copyright agreement.)

Infiltrating the stacks

Most valuable to me were classic English and American novels in paperback, and modern books on English grammar and linguistics. As the term progressed my students began asking me how they could find books in English for their language practice. Still naively confident, I referred them to the library, telling them of the collections I'd seen. They invariably returned to me with the bad news: the book they'd wanted was "out."

I was suspicious. A few days later I took my notebook to the stacks and listed titles the library held in at least a dozen copies. Among a total of about 40 titles were *Pride and Prejudice, Huckleberry Finn, English Idioms, English for the Foreign Student, Dombey and Son, Catcher in the Rye*, and *Sons and Lovers*. I made copies of this list and presented them to all 75 of my students, advising them to arm themselves with one on their next trip to the library. Thus ended any chance I'd ever had of befriending the librarians.

The outcome was predictable: "We don't have this book." "Someone has this book out." "This book has been stolen." My students returned to me disappointed, but neither surprised nor angry. If Chinese students had a tradition of activism, it was certainly dormant here.

I had other defeats at the hands of libraries. After being granted permission to borrow from the English collection of the history library, I was then summarily denied permission when I presented the librarian with the specific request: two books by Will Durant. The library, it seemed, was undergoing some sort of invisible renovation which precluded lending.

When, for my courses, I tried to borrow books from the library of another college, I was told it simply couldn't be done.

Were these and other incidents unique to my experience? If so, they would be less cause for concern. Bu I have heard similar stories from other visiting teachers. In a country whose colleges and universities are begging for books and materials, what is available is now sequestered and guarded, given out jealously only to the privileged.

A monumental waste

The Hubei Provincial Library in Wuhan is a cavernous building containing over three million volumes. Theoretically it is supposed to serve the population of Hubei, over 35 million. However, you need a library card just to get past the front door, and only one thousand of these are issued.

Libraries do not borrow from one another; school libraries grant no privileges to one another's faculty; libraries routinely keep such supplies as tape recorders, slide projectors, videotape machines, and movie projectors locked up and utterly unused, so that they remain in the pristine condition in which they were received. For all practical purposes this material, though it exists, doesn't exist.

In monetary terms the waste in books and other tools of learning that go untouched is monumental. In the meantime, students make do with pathetically poor homemade "textbooks" or no books at all.

The foreigner living in China gradually learns some of the many ways ideas are regarded as dangerous. Of all places this is especially apparent at colleges and universities, where we are given to expect intellectual challenge, exchange, and debate. Foreigners in China lead a curious existence, being both welcome and unwelcome, wanted and unwanted, revered and reviled.

So it is with books. Libraries spend precious money on them, then squirrel them away for decades, the ideas within them carefully enclosed between their deteriorating covers. (Hence, when we left the country we made sure to give our own books to individuals and not, as would have been my natural inclination, to the library.)

Librarians are not overseers of the dispensing of information, but managers of warehouses that boast of their contents but keep them under lock and key. As with a rich man who never spends his money, their treasures can only be guessed at.

In a society where intellectual creativity is dangerous, where professors neither publish nor discuss their thoughts if they happen to differ from the orthodox line, and where the orthodoxy may change next year or next month, libraries can be expected to be little else than what they are in China. Conservatism reigns. As some of our students told us, "It's the crowing chicken that gets thrown into the pot." The deadening influence of this on some of the best minds in the country not only makes the atmosphere of Chinese colleges and universities exceedingly dull (especially in the humanities), but produces a waste of talent the country can ill afford. □

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The "gift" of vacant schools for branches

One library's policy for refusing or accepting this increasingly common offer

by William R. Gordon

DURING THE THREE DECades following World War II, the population of Prince George's County, Maryland, grew at a phenomenal rate, peaking at about 700,000. To provide classroom space for a mushrooming, school-age population, the county's Board of Education sustained a vigorous construction program for 30 years.

Suddenly, the growth rate slowed. By the mid-1970s it became evident that there were far more school buildings than the declining school-age population required. Since 1977 the Board of Education has closed 65 schools, and it expects to close 30 more at the rate of three each year for the next decade.

The board relinquished ownership of the vacant school buildings, and transferred the responsibility for disposal of the buildings to County Government. Task forces and committees were set up to decide what to do with nearly a hundred vacant buildings. Ranging from 10 to 50 years old, the buildings were all clearly designed as schools, divided into relatively small rooms.

William R. Gordon is director of the Prince George's County Memorial Library System, Hyattsville, Md.

A common scenario

It appeared that nearly every municipality and neighborhood in the county saw "its" vacant school building blossoming into a full-service community center, with programs for the aging, recreational services for all ages, and, of course, a neighborhood public library.

Once the economic realities of maintaining a community center in a 30,000–60,000-sq.-ft. building became evident, however, most municipalities abandoned their notions of full-blown centers. But the idea of a legion of neighborhood libraries is dying a more painful and prolonged death. The idea seems so reasonable to so many people.

With three exceptions, the Board of Trustees and administration of the Prince George's County Memorial Library System has said "no" to requests for small branch libraries in closed school buildings.

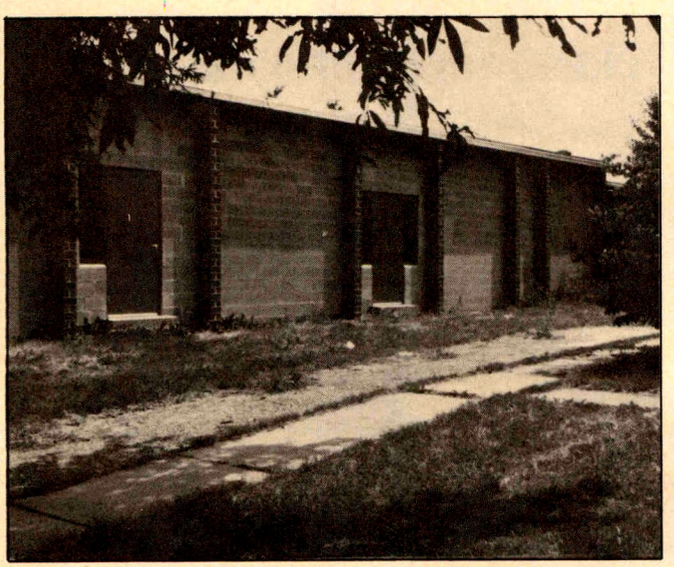
Over the years some of the school buildings were sold and converted into office buildings, housing for the elderly, and clinics. Others were converted into municipal and county office space. A few were razed.

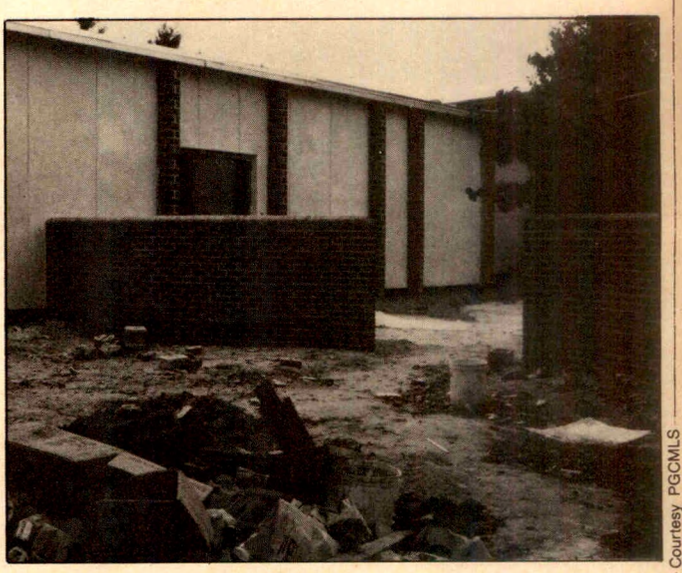
Disposal of most of the school buildings remained a problem, as did the belief that they would make good public libraries. At the instigation of the library's administration, the library board formulated and adopted a "Statement On the Use of School Buildings" in May 1983. This statement of policy is used each time the library is asked to consider yet another branch in yet another closed school building.

Policy statement

The statement is clear and straightforward. The first of its four sections focuses on the history and philosophy of physical facilities for public libraries in the county, the criteria for their design and location, and the reasons why the library system has used three closed school buildings for branch libraries: because the location criteria were met, and it was possible to satisfactorily renovate the buildings for library use.

The second section describes the library's "Public Facilities Needs Assess-





Courtesy PGCMLS

A portion of one converted school building received a new stucco facing and will house an administrative area, staff lounge, maintenance facility, and public meeting room. A walled patio has been added for storytelling activities.

Despite the availability of nearly one hundred vacant buildings, the board has refused all but three of them for library use.

ment'' and the ''Long-Range Plan 1982–1987,'' both of which deal with the number and location of public library facilities needed in the county. The section also emphasizes the logic of the planning process in making reasoned decisions about library development.

The third section explains the budget implications of maintaining branch libraries, and states that:

> Establishment of branches in vacated schools, when it does not fit into our overall capital improvement and service plans, would dilute service rather than improve it. We feel strongly that the Library should not waiver from its carefully drafted service and capital improvement plans. This stance will provide better service to all residents of the county and strengthen, not weaken, our resources in future years.

The policy concludes by saying that the library appreciates the need to find alternative uses for closed school buildings and understands the belief that neighborhood libraries are a value to a community. Yet the library cannot expand endlessly; it must conform to carefully developed plans reflecting the needs of the entire county and the library's financial ability to meet these needs, currently and in the future.

Supportive both ways

The board's statement on the use of school buildings has served the library well, confirming our position when we refuse to accept a building for library use. It has also supported our decisions to convert three school buildings into branch libraries.

Our most recent renovation is the conversion of a 42,000-sq.-ft. school building into a 30,000-sq.-ft. branch library and a 12,000-sq.-ft. police substation. Again, the library system accepted this particular building because it met location criteria and could be renovated with ease and at relatively low cost.

The library took on the design and renovation of both the branch library and the police substation through a bi-agency agreement overseen by County Government. The police substation opened in fall 1982; the branch library will open in February. One wing of the U-shaped building houses a fully equipped police substation; modest remodeling was required. The base of the U has been renovated to house the branch library's administrative functions, a staff lounge, maintenance facilities, a public meeting room, and an exterior reading/storytelling patio. The other wing was razed to the footings and has been rebuilt as a spacious, unobstructed public service area of 14,000 square feet.

The library board and administration have been pleased with the policy statement. It has helped us speak the same language and say ''no'' logically and consistently. It has also helped us explain how specific school buildings are acceptable, fitting into our overall plan for development. □

Single copies of the three-page ''Statement on Use of School Buildings'' are available on request to the author, Prince George's County Memorial Library System, 6532 Adelphi Rd., Hyattsville, MD 20782. Please provide a stamped, self-addressed envelope.

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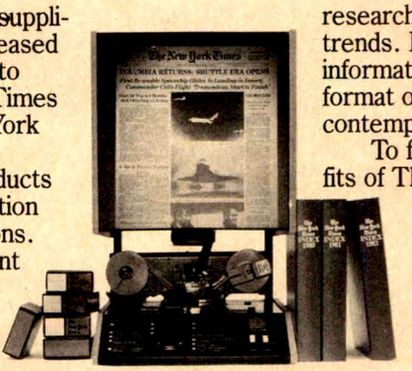

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HEAD OF TECH. SVCS., Waterloo (Ia.) P.L. Resp. for overseeing all aspects of acq., cataloging, & processing of mat'ls. Participates actively as a mem. of the mgmt. team for a lib. srvg. a pop. of 75,000 & as a resource ctr. for a reg'l. lib. system. Budget: $820,000. Qual.: both cataloging & supvsy. exp. req. Exp. w/systems analysis, OCLC, & CLSI online circ. & cataloging systems are highly des. Pref. given to candidates w/pub. lib. & data processing exp. MLS req. Salary $22,796, probationary rate .50 cents per hr. less. Send appl., resume, & 3 ref. by Feb. 15 to: Beverly Lind, Dir., Waterloo Pub. Lib., 415 Commercial St., Waterloo, IA 50701.

LIB. & INFO. SCI. FAC.: one tenure-track position avail. in Sept. at Drexel U. for candidate prep'd. to teach existing course & to dvp. new courses & research projs. in 2 or more of the following areas: resources & their use, ref. & info. svcs., netwk'g. & technol. appl. in trad. & nontrad. info. environs., svcs. to gen. adult & YA rdrs. Doctorate, supplemented by exp. in info. wk., tchg., or research des. Appt. at asst. or assoc. prof. level dep. on qual. Salary negotiable from min. $25,000 per acad. yr. as asst. prof. Closing date March 1. Resume should accompany appl. to: Howard White, Search Committee, Col. of Info. Studies, Drexel U., Philadelphia, PA 19104; 215-895-2481, 2474. An equal-opportunity, affirmative-action employer. Appl. from women & minorities des.

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CATALOGER. Reqs. recent exp. in orig. catl'g. in acad. lib. w/AACR2, LC class., LC subj. hdgs., autom. catalog system using MARC formats, & authority wk.; ALA-accred. MLS. Faculty rank: instructor. Salary min. $15,600. Write for details. Apply by Jan. 31 to: Mary Haban, Dean of Libs., James Madison Univ., Harrisonburg, VA 22807. An equal-opportunity employer.

DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

January

6: *Planning & Buying Turnkey Integrated Lib. Systems.* Details: see ad, *AL*, Dec., p. 723.

6-7: *Planning the Electronic Lib.* Also on April 5–6. Details: see Aaron Cohen Assoc. ad, p. 33.

19: *Sharing Strategies for Effective Instruc.* conf., U. Md., College Park. Spons., Md. LA/Acad. & Research Libs. Div. Info.: B. Merikangas, Hornbake Lib., UM, 20742 (301-454-4737).

26-28: *Online* conf., U. Ore. campus, Eugene. Spons., Interinstitutional Lib. Council of Ore. State System of Higher Ed. Info.: R. Bennett, Western Ore. State Col. Lib., 345 Monmouth Ave., Monmouth 97361 (503-838-1220 x399).

27: *Introduction to Microcomputers* prog., CLIS, U. S.C., Columbia. Spons., U. S.C./CLIS. Fee, $35. *Regis. deadline Jan. 20.* Info.: CLIS, U. S.C., Columbia 29208 (803-777-3858).

28: *Children, Bks., & Motivation* wkshp., Long Beach (Calif.) P.L. Spons., Southern Calif. Council on Literature for Children & Young People (SCCLCYP). No fee to SCCLCYP mem.; $3 nonmem. Info.: D. Gylseth, Long Beach P.L., 101 Pacific Ave., 90802 (213-590-6366).

February

3: *Legal Research for the Non-Law Ln.* wkshp., SLIS, Drexel U., Philadelphia, Pa. Spons., Drexel U./SLIS/Off. of Cont. Prof. Ed. Fee, $60. Info.: Dir., Off. of Cont. Prof. Ed., Drexel U., 32nd & Chestnut Sts., 19104 (215-895-2153).

8: *Lib. Sci. Forum Series: The Dvpt. of the P.L. in the 21st Century,* Forum Rm., Student Ctr., DLIS, Ball State U., Muncie, Ind. Spons., BSU/DLIS. Donald Sager, dir. of Elmhurst (Ill.) P.L., to speak. No fee. Info.: R. Suput, Ch., DLIS, BSU, 47306 (317-285-7180, 89).

10: *Pub. Documents for Small Libs.* wkshp., CLIS, U. S.C., Columbia. Spons., U. S.C./CLIS. Fee, $40. *Regis. deadline Feb. 3.* Info.: see Jan. 27.

11: *Lib. Sci. Wkshp. Series: Prog. Planning* wkshp., DLS, East Carolina U., Greenville, N.C. Spons., ECU/DLS. Fee, $10. Info.: E. Boyce, Prof., DLS, ECU, 27854 (919-757-6621).

14-15: *Learning Technol. Fair,* Empire State Plaza, Albany, N.Y. Spons., Consortium for Lrng. Technol. Theme, "Learned in N.Y.: Creative Excellence through Technol." Fee, $60. Info.: G. Messmer, LTF Ch., Div. of Lib. Dvpt., N.Y. State Lib., Cultural Ed. Ctr., Empire State Plaza, Albany 12234 (518-474-7890).

15-17: *Lrng. Technol. Congress & Exposition,* Orlando, Fla. Spons., Soc. of Applied Lrng. Technol. Info.: Soc. of Applied Lrng. Technol., 50 Culpepper St., Warrenton, VA 22186 (703-347-0055).

COMING UP

ALA Midwinter Washington, D.C.	Jan. 7–12, 1984
ACRL Conference Seattle, Wash.	April 4–7, 1984
National Library Week	April 8–14, 1984
Executive Board Spring Meeting	May 2–3, 1984
ALA Annual Conference Dallas	June 23–28, 1984
IFLA General Conference Nairobi	Aug. 19–25, 1984
AASL Conference Atlanta, Ga.	Oct. 31–Nov. 4, 1984

16: *Coping w/Change in the Lib. Environment* prog., Metropolitan Washington (D.C.) Lib. Council HQ, 1875 Eye St. NW, Suite 200. Spons., Metro. Wash. Lib. Council. Fee, $45 MWLC mem.; $65 nonmem. *Enrollment limited to 35.* Info.: J. Henderson, MWLC, 20006 (202-223-6800 x458).

16-18: Colorado Ed. Media Assn. annual conf., Broadmoor Hotel, Colorado Springs. Theme, "1984—Before and Beyond." Fee, $23 CEMA mem.; $28 nonmem. Info.: M. Balden Brassell, Pres., CEMA, c/o Box 1177, Steamboat Springs 80477 (303-879-1058).

17: *The Mktg. of Your Lib.* prog., Glenside P.L., 25 E. Fullerton Ave., Glendale Heights, Ill. Spons., Lib. Admin. Conf. of Northern Ill./Outreach Svcs. Section. Info.: W. Weiss, Des Plaines (Ill.) P.L., 841 Graceland Ave., 60016 (312-827-5551).

17: *The World of Rare Bks.* wkshp., SLIS, Drexel U., Philadelphia, Pa. Details: see Feb. 3.

20: Annual Congress for Lns., DLIS, St. John's U., Jamaica, N.Y. Spons., St. John's U./DLIS/Schl. of CE. Theme, "Trends in Bk. Publshg. for Children & YAs." .5 CEUs available. Fee, $30. Info.: M. Kaye, Congs. Coord., DLIS, SJU, Grand Ctrl. & Utopia Pkwys., 11439 (212-990-6161 x6200).

20-22: *Annual Off. Automation* conf., Los Angeles (Calif.) Conv. Ctr. Spons., Amer. Federation of Info. Processing Soc., Inc. Theme, "Off. Automation & You." Info.: AFIPS, 1815 N. Lynn St., Arlington, VA 22209 (703-558-3624).

20-24: *Annual Video Expo* trade show, Civic Auditorium, San Francisco, Calif. Spons., Knowledge Industry Publications. Info.: Knowledge Industry Pubs., 701 Westchester Ave., White Plains, NY 10604 (914-328-9157).

22-24: *Admin. of Photographic Collections* wkshp., Mass. Inst. of Technol., Cambridge. Spons., Soc. Amer. Archivists, in coop. w/New England Archivists. For those wkg. w/photographic collections. Fee, $50. *Enrollment limited.* Info.: L. Ziemer, SAA, 600 S. Federal, Suite 504, Chicago, IL 60605 (312-922-0140).

22-24: *Nat'l. Conf. on Communications Technol. in Ed. & Trng.,* Shoreham Hotel, Washington, D.C. Cospons., Amer. Council on Ed.; Assn. for Ed. Communications & Technol.; et al. Fee, $245. Info.: 6th Nat'l. Conf. on Communications Technol. in Ed. & Trng., 111 Claybrook Dr., Silver Spring, MD 20902 (301-593-8650).

22-25: Music LA annual mtg., Austin, Tex. Info.: O. Buth, Music Lib., U. Tex. at Austin, 78712.

23: *Bks. as the Artist's Inspiration* prog., Toronto, Ont. Spons., ARLIS/NA; Col. Art Assn. Info.: P. Parry, Exec. Dir., ARLIS/NA, 3775 Bear Creek Circle, Tucson, AZ 85749 (602-749-9112).

23-26: *Nonbk. Mat'ls. Inst.,* Sheraton-Harbor Island, San Diego, Calif. Spons., ALA/Resources & Tech. Svcs. Div. Fee, $265 RTSD mem.; $280 ALA mem.; $295 nonmem. *Regis. deadline Jan. 20. Enrollment limited to 150.* Info.: A. Menendez, San Diego Nonbk. Inst., RTSD, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x319).

24: *New Info. Technol. & Libs.: An Overview* wkshp., SLIS, Drexel U., Philadelphia, Pa. Spons., Drexel U./SLIS. Fee, $150. Info.: see Feb. 3.

24-25: Georgia Lib. Media Dept. midwinter conf., Columbus Conv. & Trade Ctr. Cr. available by preregistering at Ft. Valley (Ga.) State Col. Fee, $42 GLMD mem.; $47 nonmem. Info.: M. Middleton, GLMD Midwinter Regis., POB 6371, Columbus 31907 (404-561-4283).

24-25: *Org'l. Mgmt.* prog., The Wisconsin Ctr., U. Wis., Madison. Spons., UW-Ext. CEUs available. Fee, $135. *Enrollment limited.* Info.: D. Weingand, UW-Ext., 220 Lowell Hall, 610 Langdon St., Madison 53703 (608-262-4354).

28–March 1: *Contemporary Issues in Acad. & Research Libs.* int'l. conf., Hilton Hotel, Boulder, Colo. Spons., Calif. State U.–Long Beach. For admin. lns., u. pres., acad. v.p.'s, fiscal offcrs., & business mgrs. Info.: P. Spyers-Duran, Conf. Ch., U. Lib. & Learning Resources, CSU, Long Beach 90840 (213-498-4063).

March

1: *Lib. Entrepreneurship: How to Make Money for Your Institution* forum, Washington, D.C. Spons., Metropolitan Washington Lib. Council. Fee, $30 MWLC mem.; $50 nonmem. *Enrollment limited to 75.* Info.: see Feb. 16.

1-3: Annual Wisconsin Intellectual Freedom Coalition conf., Marc-Plaza Hotel, Milwaukee, Wis. Cospons., Nat'l. Council of Tchrs. of Eng.; Nat'l. Ed. Assn.; ALA/Off. of Intellectual Freedom; et al. Theme, "Has the Orwellian

World Arrived? Premonitions & Perspectives from 1984.'' Fee, $65. Info.: NCTE Orwell Conf., 111 Kenyon Rd., Urbana, IL 61801 or L. Burress, Dept. of Eng., U. Wis. – Stevens Point, 54481 (715-346-4757).

2-3: *The Sam Houston State U. Bk. Festival: Celebration of Children's Literature,* SLS, Sam Houston State U., Huntsville, Tex. Spons., SHSU/SLS. Fee, $30. *Regis. deadline Feb. 1.* Info.: SLS, SHSU, POB 2236, 77341 (713-294-1151).

2-3: *Unionization in Libs.* prog., The Wisconsin Ctr., U. Wis., Madison. Spons., UW-Ext. CEUs available. Fee, $145. *Enrollment limited.* Info.: D. Weingand, UW-Ext., 220 Lowell Hall, 610 Langdon St., Madison 53703 (608-262-4354).

3: *Lib. Ldrshp.* wkshp., Menlo Park (Calif.) P.L., Alma & Ravenswood Ave. Spons., Calif. Assn. of Lib. Trustees & Commissioners. For trustees, commissioners, systems' advisory bd. mem., Friends, Ins., & lib. advocates. Info.: B. Chute, CALTAC Pres., 1939 Alta Oaks Dr., Arcadia 91006 (213-355-6119).

4-7: Alaska LA annual conf., Sitka. Info.: E. Bonner, Conf. Coord./Pres-elect, AKLA, Stratton Lib., Sheldon Jackson Col., Box 479, Sitka 99835.

4-7: Conf. on Pub. Libs., Fla. State Conf. Ctr., Tallahassee. Spons., Fla. State U./SLIS. Theme, ''Managing Info.—A Nat'l. Imperative.'' Fee, $160. Info.: A. Trezza, Conf. Ch. & Assoc. Prof., SLIS, FSU, Tallahassee 32306 (904-644-5775).

4-7: *Int'l. Fund Raising* conf., Los Angeles, Calif. Spons., Nat'l. Soc. of Fund Raising Execs. Inst. Info.: NSFRE Inst., 1511 K St. NW, Suite 1000, Washington, DC 20005.

4-7: Nat'l. Federation of Abstracting & Info. Processing Svcs. annual conf., Crystal Gateway Marriott Hotel, Arlington, Va. Theme, ''A Nat'l. Info. Policy: Economic Implications for Info. Providers.'' Info.: NFAIS, 112 S. 16th St., Suite 1207, Philadelphia, PA 19102 (215-563-2406).

5-6: *Info. Systems Planning: Tools & Techniques* wkshp., SLIS, Drexel U., Philadelphia, Pa. Spons., Drexel U./SLIS. Fee, $175. Info.: see Feb. 3.

8-9: *Space Planning & Practical Design for Lns.* Details: see Aaron Cohen Assoc. ad.

8-10: Indiana LA/Ind. Lib. Trustees Assn., Assn. of Ind. Media Educators jt. conf., Indianapolis Conv. Ctr. Theme, ''Worlds of Excellence.'' Info.: ILA/ILTA Exec. Off., 1100 W. 42nd St., Indianapolis 46208 (317-923-2197).

12-13: *Agency Financing: Grantsmanship & Fund Raising* wkshp., Kellogg Ctr. for CE, Mich. State U. campus, Harrison Rd. at Michigan Ave., East Lansing. Spons., MSU/Lifelong Ed. Progs./Off. of V.P. for Dvpt. Fee, $260. *Enrollment limited.* Info.: M. Van Wormer, Conf. Consultant, Lifelong Ed. Progs., MSU, 48824-1022 (517-355-0170).

14-16: Louisiana LA annual conf., at both the Prince Muret Motor Inn & at the Centroplex Civic Ctr., Baton Rouge. Theme, ''1984: The Future Is Now.'' Fee, $15 LLA mem.; $25 nonmem. Info.: C. Thomas, Exec. Secy., LLA, POB 131, Baton Rouge 70821 (504-342-4928).

15-16: Michigan Assn. of Computer Users in Lrng. conf., Grand Rapids. Info.: MACUL '84—496 MAC, Grand Valley State Col., Allendale 49401 (616-895-7111).

16: *Conservation* wkshp., Ohio Historical Soc., 1982 Velma Ave., Columbus. Spons., Ohio Conservation Committee; Mansfield-Richland Co. P.L. Especially for lib. dirs. Fee, $50. *Regis. deadline Feb. 29.* Info.: R. Winkle, State Lib. of Ohio, 65 S. Front St., 43215 (614-221-2064).

16-17: *The Bk. in the Electronic Age* conf., U. Scranton (Pa.) campus. Spons., U. Scranton/Ctr. for Bk. Research. Fee, $15. *Adv. regis. req.* Info.: J. Dessauer, Dir., Ctr. for Bk. Research, U. Scranton, 4 Ridge Row St., 18510 (717-961-7400).

17: *Lib. Use/User Surveys* spring conf., Iowa Mem'l. Union, Iowa City. Spons., U. Iowa/SLS. George D'Elia, lib. schl. dir. at U. Minn., Minneapolis, to speak. Fee, $25. Info.: E. Bloesch, SLS, UI, 3087 Lib., 52242 (319-353-3644).

18-20: Assn. of Info. & Dissemination Ctrs. mtg., Monteleone Hotel, New Orleans, La. Info.: ASIDIC, POB 8105, Athens, GA 30603 (404-542-7020).

18-20: *Bks., Media, & the Gifted Child* nat'l. conf., Sheraton Westport Inn, St. Louis, Mo. Cospons., Bk. Lures, Inc.; Nat'l. Assn. for Gifted Children. Info.: Bk. Lures, Inc., Box 9450, O'Fallon 63366.

18-21: *Basic Lib. Mgmt. Skills Inst.*, Miami, Fla. Spons., Assn. of Research Libs./Off. Mgmt. Studies. Fee, $300. Info.: D. Reilly, Off. Mgr., OMS, ARL, 1527 New Hampshire Ave. NW, Washington, DC 20036 (202-232-8656).

19-20: *Issues in Acq.: Progs. & Eval.* Details: see ad, this page.

19-22: Off. Automation Soc. Int'l. annual conf., Chicago, Ill. Theme, ''Off. Autom.—Friend or Foe?'' Info.: OASI, 2108-C Gallows Rd., Vienna, VA 22180 (703-790-0490).

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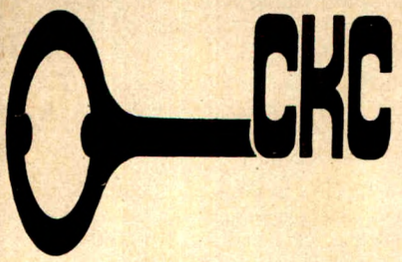

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CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Educational Notices: Line-by-line or display format. For price schedule, see Rates for Advertisement box in **Datebook.**

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: $5/line. ALA institutional members receive 20% off ($4/line).

Display: Boxes, larger type, prominent format. $50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10. For Positions Wanted, box numbers are free-of-charge.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number **within 2 weeks of placement of advertising.** Later receipt will result in incomplete billing.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Ads by Phone

The following applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

1) Telephoned copy will be accepted **only at the discretion of the LEADS editor,** depending on time available.
2) **A surcharge** of $5 total for line-by-line and $10 total for displays will be charged for all accepted telephone ads.
3) All accepted telephone ads **must be followed by written confirmation, including full text of the ad,** within two weeks.

Late Job Notices

As space permits, Late Jobs are taken after the general copy deadline has passed. **By phone only, beginning 10th of the month.** $10/line. ALA institutional members 10% off. See complete instructions in section.

Consumer Classies

Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) $5/line; **multiple insertion discounts on total cost:** 2–5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

Address

Place all notices with Beverly Goldberg, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; (312) 944-6780 x 326.

JOBLINES

Joblines will appear in full on a quarterly basis—February, May, July/August, and November—and in abbreviated form the rest of the year. Space saved will be devoted to expanded Positions Open listings.

For complete Jobline information: November *AL* page 660.

ASIS, (202) 659-1737; **ACRL,** (312) 944-6795; **Ariz.,** (602) 278-1327; **Br. Columbia,** (604) 263-0014; **Calif.,** (916) 443-1222 or (213) 629-5627; **CMLEA,** (415) 697-8832; **San Andreas-S.F. Bay/SLA,** (415) 339-9541; **S. Calif./SLA,** (213) 795-2145; **Colo.,** (303) 866-2210; **Conn.,** (203) 727-9675; **(D.C.) Metro. Wash.,** (202) 223-2272; **Del.,** call N.J. or Pa.; **Fla.,** (904) 488-5232; **Ill.,** (312) 828-0930; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Ky.,** (502) 875-7000; **Md.,** (301) 685-5760; **Midwest,** (517) 487-5617; **Mo.,** (314) 449-4627; **Mountain Plains,** (605) 624-2511; **Nebr.,** (402) 471-2045; **New Eng.,** (617) 738-3148; **N.J.,** (609) 695-2121; **N.Y.,** (212) 227-8483; **N.Y./SLA,** (212) 753-7247; **N.C.,** (919) 733-6410; **Okla.,** (405) 521-4202; **Ore.,** (503) 585-2232; **PNLA,** (206) 543-2890; **Pa.,** (717) 234-4646; **R.I./SRRT,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ., Clarion, PA 16214; **S.C., Univ. of,** (803) 777-8443; **Tex.,** (512) 475-0408; **Va.,** (804) 355-0384; **W. Va.,** call Pa. Coop. Job Hotline.

POSITIONS WANTED

MLS (U.K.) ALAA (AUSTRALIAN) EQUIVALENT TO MLS DEGREE awarded by U.S. schools. Librarian/archivist, long experience, University, Special, Microfilm, Archives, Modern Records Management, Bibliographical Service. Would accept any position in any library. Available early 1984. Reply: SB, 158-27th St., San Francisco, CA 94110 from where copies of resume available.

POSITIONS OPEN

ACADEMIC LIBRARY

Acquisitions librarian. Involved in all aspects of monographic and serials ordering and maintenance. Participates in collection development in a growing university. One of 2 professionals in a unit with 16 full-time employees. Some staff supervision is required. Individual reports to the acquisitions unit head. Qualifications: MLS from ALA-accredited school, previous acquisitions and automated systems experience preferred, knowledge of at least one European language and an advanced subject degree highly desirable, good oral and written communication skills, and the ability to interact effectively with library and teaching faculty. Benefits: 12-mo. appointment, faculty rank dependent on qualifications, $16,500 minimum, TIAA/CREF and university-mandated benefits, proposed effective date not earlier than April. **Send resume and names of 3 references by Feb. 20** to: Raymond A. Frankle, Director, **J. Murrey Atkins Library, The University of North Carolina at Charlotte, UNCC Station, Charlotte, NC 28223.** The University of North Carolina at Charlotte is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Art and architecture librarian (search reopened). Responsibilities: administer the operations of the Architecture and Fine Arts Library and the Music Library. Provide reference service for faculty and students. In coordination with faculty and library administration, initiate programs for bibliographic instruction and collection development. Supervise 2 librarians and 3 paraprofessionals. Report to the branch coordinator. Qualifications: MLS from an ALA-accredited library school required; 6 yrs. of pertinent professional library experience required; demonstrated ability to supervise and work with staff, faculty, and students. Subject master's or undergraduate major in art or architecture preferred. 12-mo. appointment, faculty status, and tenure track. 22 working days' vacation per year, 8 paid holidays, and state retirement plan. No state or local income taxes. Blue Cross—Blue Shield group health plan. Appointment at the associate university librarian rank. Salary range $15,834—$26,187. **Send resume and names of 3 references by Jan. 20** to: Pamela S. Cenzer, Acting Assistant Director, **University of Florida Libraries, Gainesville, FL 32611.** An equal-opportunity employer.

Assistant art librarian. Principal responsibilities include supervision, reference, and collection development. Requirements: MLS, graduate work in art history, architectural history, or history of photography, with preference given to candidates with an advanced degree or equivalent experience. Reading knowledge of German. Minimum of 4 yrs.' experience in an academic or research art library to include 2 or more yrs.' experience in reference and collection development. 2 yrs.' experience in supervision. Salary range: $22,776-$32,796 dependent upon experience and qualifications. **Applications must be received by March 15.** Send letter of application, names of 3 references, and resume to: Margaret Deacon, Associate University Librarian, **UCSB Library, University of California, Santa Barbara, CA 93106.** An equal-opportunity, affirmative-action employer.

Assistant department head, serials/serials acquisition librarian. Assists department head in planning & procedures for department which receives 14,000 serials, domestic & foreign, with a staff of 30. Has major responsibility for serials acquisitions including supervision of serials order section (5.2 FTE). Requirements: MLS, at least 2 yrs.' experience in serials acquisition or processing in an academic or research library. Demonstrated supervisory ability, and a reading knowledge of at least one foreign language. Appointment level $20,508—$26,736 dependent on qualifications & experience. **Applications must be received by March 1.** Send letter of application, full resume, & names of 3 references to: Margaret Deacon, Associate University Librarian, **USCB Library, University of California, Santa Barbara, CA 93106.** An equal-opportunity, affirmative-action employer.

Assistant director of libraries, undergraduate library services. Reporting to the director of libraries, is responsible for administering the Odegaard Undergraduate Library as a major unit of the University of Washington Libraries. This position is responsible for advising on library programs and services affecting undergraduates; for representing the body of users relying on the services of Odegaard Undergraduate Library, and for participating in the administration and management of the libraries on a systemwide basis. The Odegaard Undergraduate Library serves an undergraduate population of approximately 26,000, presently contains approximately 155,000 volumes, and has a staff of 9 librarians, 16 classified personnel, and 17.5 FTE student helpers. A graduate degree from an ALA-accredited library school program required. Experience to include: a minimum of 6 yrs.' post-MLS professional library experience, including recent public service experience and including 3 yrs.' administrative experience. Academic library experience and involvement in innovative and instructional user education programs preferred. Ability to work harmoniously with faculty, students, and staff. Ability to actively and constructively participate in the administration of a large academic library system, and cooperatively or independently develop, review, and implement recommendations, proposals, or programs. Experience with media highly desirable. Salary: $33,000 minimum. 24 days' vacation, TIAA/CREF, premiums fully paid for medical, dental, and life insurance plans. **Applications must be received no later than 5:00 pm, Tuesday, Jan. 31.** Send letter of application, resume, salary requirements, and names of 4 references to: Charles E. Chamberlin, Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.** AA, EOE.

Assistant head, cataloging division and head, monographic cataloging section, technical services department. This department is the largest of the UCLA Library's processing centers. The cataloging division, with a full-time staff of 16 librarians and 22 staff personnel, is divided into 5 sections. The division's annual output is approximately 60,000 titles (100,000 volumes). Qualifications include 5 yrs. of experience in a large university or research library setting; familiarity with Library of Congress practice, the MARC format, and with computer-based cataloging; an understanding of the cataloging philosophy embodied in AACR2; good written and verbal communication skills; ability to work with a variety of languages both Roman and non-Roman. An MLS from an accredited school is desirable. Salary $21,228—$30,648. A personal interview at UCLA will be required of all finalists; expenses are not reimbursable. **Send letter of application, resume, and names of at least 3 references by Jan. 15** to: Rita Scherrei, Director of Administrative Systems and Personnel Services, **University Research Library, UCLA, Los Angeles, CA 90024.** UCLA is an equal-opportunity, affirmative-action employer. UCLA librarians are represented by an exclusive bargaining agent, the American Federation of Teachers; this position is exempt.

Assistant social sciences — business librarian. Requirements: master's degree from an ALA-accredited library program; relevant coursework or experience for a service-oriented position in a library with heavy social science, law, and business use. Responsibilities: traditional reference service and online searching, collection development, bibliographic instruction, and subject liaison with academic departments. Some supervisory responsibilities, and special assignments. Hours: alternating Monday—Friday and Sunday—Thursday schedule, with one week night every other week. 40-hr. minimum. Salary: $16,500 minimum. Benefits include a state contribution of health insurance premiums and 88 percent of Social Security premium. **Applications must be postmarked by Feb. 15.** Letters of application should be sent with a resume, current salary, salary requirements, the names and addresses of 3 professional references to: Ruth E. Brock, Head, Business—Social Sciences, **University Libraries, The University of Texas at Arlington, Box 19497, Arlington, TX 76019.** UTA is an equal-opportunity, affirmative-action employer.

Associate librarian for public services. Coordinate the activities of the circulation, reference, and special collections areas. Develop a library public relations program to include a library newsletter, library handbook, publicity, workshops, and tours for outside groups. Participate in the planning of a systematic staff development program. Master's degree in library science required with additional degrees desirable. 5 yrs. of successful library experience in public services in an academic library with some administrative responsibilities. Exceptional abilities in interpersonal relations and management are necessary. Librarians have full faculty status and work 2 out of 3 summers. Salary range (9-mo. base) —$18,000—$21,000. **Deadline for accepting applications will be March 1.** Position available July 1. Appalachian State University is located in the northwestern corner of the state, surrounded by the Blue Ridge Mountains. It has 10,000 students and is one of the 16 campuses of the University of North Carolina System. Send resume and 3 letters of reference to: Richard T. Barker, University Librarian, **Appalachian State University, Boone, NC 28608.** An equal-opportunity employer.

Associate librarian—search reopened. Head technical services and collection development. Term appointment effective July 1. Master's in library and information science, at least 30 hrs. since master's, minimum 6 yrs.' experience including 4 yrs. in college library. Appointment range $20,000—$27,000. Excellent fringe benefits. Completed application consists of: A) Cobleskill application form; B) transcripts or copies thereof; C) 3 letters of reference or placement credential file. **Closing date for receipt of applications is March 1.** For information and application, contact: Eleanor Carter, Director of Learning Resources, **State University of New York, Agricultural and Technical College, Cobleskill, NY 12043.** An EO, AA employer.

Cataloger: Physical Sciences and Technology Libraries, UCLA. Catalog and classify materials in physical sciences, mathematics, and engineering. Establish authority headings. Train students for, and review, OCLC input and editing. Assist section head in planning policies and procedures and with special projects. Some reference duties. Qualifications: MLS normally required. Good communication and interpersonal skills. Flexible; attentive to accuracy and detail; ability to set and meet objectives and to exercise initiative. Familiarity with AACR2, LC rule interpretations, LCSH, and LC classification. Some professional cataloging experience, familiarity with OCLC, and reading knowledge of French, German, or Russian desirable. Subject specialization in science, or working experience with science/technology literature helpful. Hiring salary $17,412—$21,712 depending upon qualifications and experience. A personal interview at UCLA will be required of finalists; expenses are not reimbursable. **Send letter of application, resume, and names of 3 references by Feb. 3** to: Rita Scherrei, Director of Administrative Systems and Personnel Services, **University Research Library, UCLA, Los Angeles, CA 90024.** UCLA is an equal-opportunity, affirmative-action employer. UCLA librarians are represented by an exclusive bargaining agent, the American Federation of Teachers.

Cataloger (serials). Trinity University, San Antonio, Tex., invites applications for the position of serials cataloger, a faculty appointment in a rapidly growing university library. Trinity is strongly committed to excellence in the liberal arts tradition at the bachelor's- and master's-degree levels. Primary responsibilities include cataloging of all serials titles and cataloging monographs in one foreign language. Responsible for supervising one classified staff member to process serials. Required qualifications include the MLS from an ALA-accredited library school; knowledge of AACR2, particularly as related to serials; knowledge of Library of Congress classification systems and subject headings; reading knowledge of at least one foreign language; familiarity with OCLC or other in-house automated system; initiative, creativity, and strong communication skills; and the ability to function effectively in a complex organization. Desirable qualifications include experience in serials acquisitions or serials cataloging in an academic library, and an additional graduate degree. Instructor or assistant professor rank with tenure track. Salary minimum of $17,000, higher depending on experience or other qualifications. TIAA/CREF and liberal fringe benefits. **Send letter of application, detailed resume, and names of 3 references by Jan. 20** to: Richard Hume Werking, Director of Libraries, **Trinity University, 715 Stadium Dr., San Antonio, TX 78284.** Affirmative-action, equal-opportunity employer.

Cataloger. Trinity University of San Antonio, Tex., invites applications for the position of monographs cataloger, a faculty appointment in a rapidly growing university library. Trinity is strongly committed to excellence in the liberal arts tradition at the bachelor's- and master's-degree levels. Primary responsibilities include cataloging all English-language monographs requiring original cataloging, and some foreign-language monographs. May have some responsibility for the daily operations of OCLC, including supervision and training of OCLC operators. Required qualifications include the MLS from an ALA-accredited library school; knowledge of AACR2; knowledge of Library of Congress classification system and subject headings; reading knowledge of at least one foreign language; knowledge of the OCLC system; initiative, creativity, and strong communication skills; and the ability to function effectively in a complex organization. Desirable qualifications include cataloging experience in an academic library and an additional graduate degree. Instructor or assistant professor rank with tenure track. Salary minimum of $17,000, higher depending on experience or other qualifications. TIAA/CREF and liberal fringe benefits. **Send letter of application, detailed resume, and names of 3 references by Jan. 20** to: Richard Hume Werking, Director of Libraries, **Trinity University, 715 Stadium Dr., San Antonio, TX 78284.** Affirmative-action, equal-opportunity employer.

Catalog librarian. Performs original descriptive and subject cataloging of monographs and audiovisual materials. Some reference work required. Minimum qualifications: ALA-accredited MLS and 2 yrs.' professional cataloging experience using AACR2 and LC classification and subject headings. Annual salary rate $22,000+ depending upon qualifications. Available March 1. **Send resume, letter of application, and 3 references by Feb. 1** to: Personnel Office, **Okaloosa-Walton Junior College, 100 College Blvd., Niceville, FL 32578.**

Chair, information services. The chair of information services manages and develops programs in collection development, general reference service, online services, and library user education. The chair participates in librarywide management discussions and decision making. Administrative responsibilities include overseeing periodicals and microforms collections and services. The chair directly supervises 10 professional librarians and 6 support staff. As a subject specialist, the librarian is responsible for liaison work with academic departments, collection development, and library user education with selected academic departments. The librarian may also share in general reference desk responsibilities and perform computer searches in an area of speciality. Requirements: ALA-accredited MLS; minimum of 4 yrs.' successful experience in academic library public services; ability to communicate effectively with all members of the academic community. Preferred: undergraduate degree or graduate coursework in a social science discipline; supervisory experience. Rank and salary dependent upon experience and qualifications. Appointment at the appropriate professorial rank with a salary of $25,000–$30,000 for 12 mos. Available July 1. **Send letter of application, resume, and names of 3 references by Jan. 30** to: Sharon J. Rogers, **Jerome Library, Dean's Office, Bowling Green State University, Bowling Green, OH 43403.** An EO, AA employer.

Database/reference librarian. Responsible for implementing database searching and providing reference service. Qualifications: ALA-accredited MLS; experience in database searching required; background in business or science preferred; ability to work effectively with faculty, students, and colleagues; effective oral and written communication skills; second master's degree in a subject area desirable. Faculty rank. Salary: $16,000 minimum and fringe benefits. **Deadline: Feb. 1.** Send letter of application, resume, and 3 letters of reference to: **Director's Office, Olson Library, Northern Michigan University, Marquette, MI 49855.** NMU is an EO, AA employer.

Dean of library services. Southwest Missouri State University invites applications and nominations for the position of dean of library services. The dean of library services reports directly to the vice president for academic affairs. Qualifications include a master's degree from an ALA-accredited library school and a second graduate degree, preferably an earned doctorate. Significant professional experience with several yrs. of progressively responsible administrative experience in a medium or large academic library is required. Candidates need to have demonstrated strong leadership and communications skills, and the ability to work well with the campus community. Responsibilities include personnel management, program planning and budgeting, leadership in the development of library resources, grants, development of the collections including research, and administration of the Department of Library Science which offers a minor. The academic rank and salary ($40,000–$45,000) are dependent on qualifications and experience. The 12-mo. contract includes full benefits. Southwest Missouri State University is a multipurpose university with 15,000 students and 570 full-time faculty. The library contains over 400,000 accessioned volumes plus substantial holdings in periodicals, documents, maps, audiovisuals, and microforms. The library's budget exceeds $1.5 million including $571,000 for materials. The staff of 41 includes 18 professional librarians. The appointment will be effective as soon as possible but no later than July 1. A resume and 3 current letters of reference must be provided. The letters of reference should be sent directly to the committee by the referee. **Applications must be received by Feb. 1.** Apply to: Sarah Mort, Chair, Library Dean Search Committee, **Southwest Missouri State University, 901 S. National, Springfield, MO 65804-0094.** SMSU is an affirmative-action, equal-opportunity employer.

Director of the library. California State Polytechnic University, Pomona. ALA-accredited MLS (or equivalent), plus an advanced degree required; an earned doctorate preferred. 8 yrs.' experience in an academic or research library with a minimum of 5 yrs. in administrative positions. Applicant must document history of successful leadership and creativity in library administration. Salary is dependent on experience and qualifications. The current salary range is $39,756–$48,072. Cal. Poly., Pomona, offers instruction for approximately 17,000 students in 72 degree programs with 900 faculty. The university library has 450,000 volumes, 3,100 periodical subscriptions, and over one million microforms. The staff of 58 includes 14 professionals. Annual materials budget is approximately $1 million. **To be considered for this position, applicants are required to submit a completed application form, updated resume, 3 letters of reference, and official confirmation (transcripts) of highest degree earned, postmarked no later than Feb. 1.** Interested persons should send a letter of inquiry to: Director of University Library Search Committee, c/o Paul F. Weller, Vice President for Academic Affairs, **California State Polytechnic University, 3801 W. Temple Ave., Pomona, CA 91768. Attn.: Sue Brown.** California State Polytechnic University, Pomona, is an equal-opportunity, affirmative-action, Title IX, 504 employer. Women, minorities, disabled persons, and Vietnam-era veterans are encouraged to apply.

Fine arts librarian (cataloger/bibliographer). Cataloging and collection development duties in the Frick Fine Arts Library with occasional reference work. Qualifications required are an MLS degree from an ALA-accredited program, a strong background in art history, reading knowledge of European languages, and knowledge of automated cataloging systems. Salary dependent on experience and qualifications; minimum $15,700. **Apply by Jan. 15,** including a resume and 3 letters of reference, to: Fine Arts Search Committee, **826 Cathedral of Learning, University of Pittsburgh, Pittsburgh, PA 15260.** The university is an affirmative-action, equal-opportunity employer.

Head, curriculum materials section. Under the general direction of the head, reference division, serves as head of the curriculum materials section, providing reference and information service, and participating in collection development. As section head provides management and policy guidance, developing programs and services, hiring and training personnel, and processing materials. Library degree from an ALA-accredited school of librarianship required. 2 yrs.' post-MLS, professional-level reference experience in a large academic library required. Experience in user education, computer-based reference service, and knowledge of one or more foreign languages desirable. Experience with education and/or curriculum materials preferred. Supervisory experience preferred. Salary: $18,500 minimum. 24 days' vacation, TIAA/CREF, premiums fully paid for medical, dental, and life insurance plans. **Applications must be received no later than 5:00 pm, Tuesday, Jan. 31.** Send letter of application, resume, salary requirements, and names of 3 references to: Charles E. Chamberlin, Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.** AA, EOE.

Head, government documents service at the nation's 6th-largest university, which has been a selective depository for 40 yrs., selecting 93 percent of items available. The collection numbers 650,000 hard-copy items plus significant microform holdings, including Federal, official United Nations, and Arizona state and local documents. The department is staffed by 3 professionals and 5 support staff. Required qualifications: ALA-accredited MLS; 5 yrs. of library experience, including 3 yrs. as head of a government documents department; demonstrated successful managerial and communication skills; experience with reference, technical processing, collection development, and library instruction in Federal documents. Preferred: administrative experience in an academic library; knowledge of official U.N. publications; education or experience in business or law; experience with online retrieval systems. Salary: $24,000 minimum, dependent on qualifications. **To apply, send statement of qualifications, current resume, and names, addresses, and telephone numbers of 4 recent references by Feb. 14 (postmark accepted)** to: Constance Corey, Assistant University Librarian, **Hayden Library, Arizona State University, Tempe, AZ 85287.** ASU is a committed, equal-opportunity, affirmative-action employer.

Head of catalog department: available June 1. The head of the catalog department reports to the assistant director for technical services and works closely with the heads of the other departments to coordinate and carry out library policies. Supervises 2.75 professional and 6 support staff. Participates in the selection, training, supervision, and evaluation of professional and classified personnel. Coordinates all cataloging activities including the efficient organization and management of workflow. Provides leadership in the implementation and continuing development of computer technology for the catalog department. Responsible for the completion of the retrospective conversion project and the implementation and maintenance of an online catalog. The department catalogs 15,000 LC-classified items annually. Montana State University is the state's landgrant institution, located in Bozeman, with an enrollment exceeding 11,000 students. Qualifications: MLS from an ALA-accredited institution and second advanced degree required. 6 yrs. of progressively responsible professional library experience, primarily in an academic catalog department. Leadership ability with strong interpersonal and communication skills. Supervisory experience including the training and motivation of personnel. Experience with a major bibliographic utility (preferably WLN). Experience with retrospective conversion, or an online catalog, desirable. Appointment and salary: tenure-track position at assistant professor level, $22,000 minimum. Candidate must meet university requirements for promotion and tenure. **Deadline: applications must be received or postmarked by Feb. 17.** Application procedures: please send letter of application, resume, and 3 professional letters of reference which specifically address the requirements for this position to: Search Committee Chair, Dean's Office, **Roland R. Renne Library, Montana State University, Bozeman, MT 59717-0022.** AA, EOE.

Librarian—general reference. Master's degree from an ALA-accredited school of librarianship desired/preferred, with reference experience in an academic library, to fill position providing comprehensive and direct reference assistance, general reference assistance, and sharing in bibliographic instruction, collection development, and supervision of student assistants. Supervisory skills and online bibliographic searching experience is desirable. Salary negotiable, depending upon qualifications and experience; minimum $15,500 for 12-mo. appointment, faculty rank and liberal fringe benefits. **Send letter of application, resume, transcripts, and the names of 3 references by Jan. 15** to: **Office of Academic Affairs, Library Search, Western Kentucky University, Bowling Green, KY 42101.** Minorities are encouraged to apply. An affirmative-action, equal-opportunity employer.

Librarian, public services. Progressive college library with graduate program needs progressive college librarian with MLS from ALA-accredited school. Supervises circulation, ILL, and coordinates reference service for 1,500 students in 200,000-volume library. Modern facilities, great staff, beautiful area. Online searches, bibliographic instruction. Will fill at Librarian I ($12,800–$13,700) or Librarian II ($13,800–$14,700) depending on education and experience. **Send resume, transcripts, and 3 letters of recommendation by Jan. 15** to: James D. Gray, Director, **Gannett-Tripp Learning Center, c/o Marie V. Tarpey, Academic Dean, Elmira College, Elmira, NY 14901.** See us at Midwinter. EOE.

Library director. Administrative responsibilities involve the overall supervision, direction, and development of the learning resource center including the collection management and technical processing of books, periodicals, and AV software for academic and vocational-technical programs. Will prepare and maintain budget; hire, supervise, and train staff; prepare reports; coordinate interlibrary loan activities, and related. MLS required. Previous experience and related computer knowledge desired. Must be qualified and willing to teach library science and/or AV courses. Minimum salary $20,295 (12 mos.). **Closes Jan. 20.** Send resume and transcripts to: Personnel, **University of New Mexico, Gallup Campus, 200 College Rd., Gallup, NM 87301.** AA, EOE.

Online catalog management librarian. Supervises section responsible for management of online (LCS) and card catalogs, including 10 staff and 10–15 student assistants. Oversees interface of OCLC data with online catalog; resolves cataloging problems. Compiles statistics and reports; maintains procedure manuals. Responsible for departmental operations 1–2 evenings per week. Librarians hold faculty rank and are expected to meet university requirements for promotion and tenure, including research, publication, and service. Required: ALA-accredited MLS; at least 2 yrs.' post-MLS experience in original cataloging using AACR2 and LC classification and subject headings; supervisory experience. Highly desirable: reading knowledge of Western European language(s); familiarity with automated library systems. Salary: $17,040–$19,560. **Apply by Jan. 31,** including names, addresses, and telephone numbers of 3 references, to: Sharon A. Sullivan, Personnel Librarian, **Ohio State University Libraries, 1858 Neil Ave., Columbus, OH 43210.**

Reference/instructional librarian. Responsible for general reference, bibliographic instruction, and online searching; also serves as liaison with science teaching faculty. Required: ALA-accredited MLS; strong academic background in sciences. Faculty status; rank and compensation dependent on qualifications. Salary range for 12 mos. begins at $16,500 for instructor; $18,500 for assistant professor (with subject master's or experience). Excellent fringe benefits. Position available May 1. **Send letter of application and credentials by Feb. 15** to: Chair, Library Search Committee, **Golden Library, Eastern New Mexico University, Portales, NM 88130.** An AA, EEO employer.

Reference librarian. Provides evening reference and information services to an on-campus student body of 1,100. Coordinates with instructional services librarian on bibliographic instruction and collection development. Mars Hill College is a 4-yr., liberal arts institution with a library collection of 90,000 volumes. This is a non-tenure, full-time faculty position, 11 mos. TIAA/CREF, Blue Cross–Blue Shield. Salary is $12,700 for contract period. Qualifications: MLS from accredited library school. Must enjoy people and have the ability to interact positively with users. **Send resume by Jan. 15** to: Lewis R. Miller,

Director of Library Services, **Memorial Library, Mars Hill College, Mars Hill, NC 28754.** Mars Hill College is an equal-opportunity employer.

Science bibliographer/reference librarian: University of Georgia Science Library (salary: minimum $14,800). Duties: collection development, management, and faculty liaison in assigned subject areas; general reference work in science, including government documents, with some weekend and evening work; computerized bibliographic searching; participation in bibliographic instruction programs and library orientation tours. Qualifications: ALA-accredited MLS, preferably with an emphasis on academic librarianship; degree in the sciences or substantial relevant experience; working knowledge of science reference and bibliographic sources; ability to communicate effectively; ability to work well with library users and colleagues; knowledge of techniques of computerized literature searching preferred; ability to work with a foreign language preferred. **Application procedure: send letter of application by Feb. 17,** including resume and names of 3 references, to: Bonnie Jackson Clemens, Assistant Director for Administrative Services, **University of Georgia Libraries, Athens, GA 30602.** This position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

Senior cataloger—duration 30 mos. The Milton S. Eisenhower Library, Johns Hopkins University. To perform original cataloging of monographs, nonbook materials, and serials in English and West European languages. Perform copy cataloging, recataloging, and reclassification as needed. Participate in formulation of cataloging policy and procedures. Qualifications: MLS from an ALA-accredited library school, minimum of 2 yrs.' original cataloging experience, preferably in a research library, thorough knowledge of current cataloging rules and Library of Congress cataloging practice, LC classification and subject headings, MARC formats, and conventions of automated cataloging. Experience using OCLC and/or RLIN. Knowledge of 2 West European languages, preferably German, French, or Spanish. Ability to do detailed work with accuracy. Ability to work well with others. Hiring range: $19,600–$22,300. Excellent benefits. **Send resume and 3 letters of reference by Jan. 30,** indicating position applied for, to: Edward S. Warfield, **Johns Hopkins University, Office of Personnel Services, Rm. 146 Garland Hall, Baltimore, MD 21218.** Affirmative-action, equal-opportunity employer.

Serials cataloger. See **Cataloger (serials).** Trinity University.

Serials cataloger. The Milton S. Eisenhower Library, Johns Hopkins University. To perform original cataloging of serials and monographs in English and West European languages. Participate in the development of policy and procedures for bibliographic control of serials. Assist in the formulation and maintenance of departmental documentation concerning serials. Qualifications: MLS from ALA-accredited school, 2 yrs.' original cataloging experience preferably in a research library, knowledge of AACR2 and LC practice for serials cataloging, knowledge of LC classification and subject headings, knowledge of MARC tagging and format for serials, experience using OCLC or RLIN, knowledge of 2 West European languages, preferably German, French, or Spanish, strong organizational skills, ability to work well with others. Hiring range: $19,600–$22,300. Excellent benefits. **Send resume and 3 letters of reference by Jan. 30,** indicating position applied for, to: Edward S. Warfield, **Johns Hopkins University, Office of Personnel Services, Rm. 146 Garland Hall, Baltimore, MD 21218.** Affirmative-action, equal-opportunity employer.

Serials librarian. Position open immediately for academic library. An ALA-MLS degree required, undergraduate degree in psychology preferred. **Entry-level** position. Some reference and circulation duties. Salary $12,000 annually. Send resume and call for interview to: Donna Bush, **Forest Institute of Professional Psychology, 1717 Rand Rd., Des Plaines, IL 60016; 312-635-4333.**

Social science librarian. Act as faculty liaison and supervise collection development in the social sciences. Assist with database searching. Serve on the library's reference desk 10 hrs. per week including evenings and weekends on a rotating basis. Requires: MLS from a program accredited by the ALA, 2 or more yrs.' experience in collection development, database searching, reference, and bibliographic instruction. Applicants with prior experience in business and/or undergraduate degree in the social sciences will be given hiring preference. Salary: $17,500–$18,000 depending on qualifications and experience. Position is available March 1. **Application deadline: Feb. 1.** Send application to: Joan Downing, Assistant Librarian for Readers' Services, **Eli M. Oboler Library, Idaho State University, Pocatello, ID 83209.**

Systems librarian. The Harvard University Library is actively involved in the development and use of large-scale computer systems, and is seeking an experienced person to join its office for systems planning and research. This position involves the full range of systems development and maintenance tasks, including analysis, systems design and specification, programming, and documentation, and may include responsibility for a major automated catalog system. Candidate should have at least 2 yrs.' experience in systems analysis and programming, familiarity with automated library applications, and a library science degree or equivalent experience. Familiarity with MARC and IBM operating systems is strongly preferred. Competence in PL/I or BAL, prior experience in research libraries, and familiarity with CICS and VSAM desirable. Open Jan. 3. Librarian II or III, depending on qualifications. Competitive salary with minimum of $19,950 for Librarian II and $24,150 for Librarian III. Good benefits package. Resumes to: Karen N. McFarlan, University Personnel Librarian, **Harvard University, Wadsworth House, Cambridge, MA 02138; 617-495-3650.** An equal-opportunity, affirmative-action employer.

Systems librarian: University of Georgia (salary minimum $20,000). Challenging opportunity to participate in further planning and coordination of an established, integrated in-house automated library system. The libraries are committed to a substantial automation project, have exclusive use of IBM mainframe and mini-computers, and utilize the services of a programming staff of 5 persons housed in the university computer center. At present, the acquisitions and circulation subsystems are operational with planning ongoing for an online catalog and serials control. The libraries systems office is staffed by one librarian and one support staff. The systems librarian reports to the assistant director for technical services and has specific responsibility for serving as liaison between library staff and computer center staff, working with all levels of library staff in the identification and investigation of system enhancements and problems, and conducting user education and training programs. Qualifications: ALA-accredited MLS; experience in a large research library; demonstrated ability to establish and maintain effective interpersonal working relationships with all levels of staff; effective oral and written communication skills; experience with automated library systems preferred; knowledge of programming languages preferred; knowledge of systems analysis preferred; experience in several areas of library operations preferred; supervisory experience desirable. **Application procedure: send letter and application by Feb. 10,** including resume and names of 3 references, to: Bonnie Jackson Clemens, Assistant Director for Administrative Services, **University of Georgia Libraries, Athens, GA 30602.** This position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

Technical services librarian. Assists the head, technical services department, in cataloging and acquisitions activities including training and supervision of staff. Edits OCLC records or creates original records for print and nonprint materials. Establishes authority records. Performs catalog maintenance tasks. Also oversees preorder searching, bibliographic verification, and ordering/receiving activities. Qualifications: ALA-accredited MLS, knowledge of AACR2 and LC classification and subject headings, reading knowledge of a foreign language. Salary: $15,000. **Send application, resume, and names of 3 references by Feb. 15** to: Paula Waurnken, **Xavier University Library, 3800 Victory Pkwy., Cincinnati, OH 45207.** Xavier University is an affirmative-action, equal-opportunity employer.

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2 educational resources librarians. Ball State University, Muncie, Ind. Senior position responsible for supervising acquisition, cataloging, and physical processing of nonprint materials, and for policy making and staff training. Both positions responsible for descriptive and subject cataloging of all nonprint formats using AACR2 rules and OCLC/MARC formats and Library of Congress subject headings and prac-

ALA

Executive Director, ACRL, ALA
(Salary schedule $33,000–$49,400)

Responsible for the management and leadership of the Association of College and Research Libraries, a division of ALA, providing overall direction for the programs of ACRL including *CHOICE*.

Position manages ACRL headquarters operation. Implements ACRL programs, assists in identifying and creating standards, facilitates professional relations between librarians and libraries, and provides expert advice on librarianship in academic settings. Is the ALA's chief program officer for librarianship as practiced in higher education and research libraries, and is the chief operating officer for the activities and budgets of the division. Serves as coordinator, advisor, and spokesperson within ALA and at large.

Serves as the secretary to the ACRL Board of Directors, analyzes policies and programs, and recommends changes to the ACRL Board of Directors. Represents the association at other educational, professional, scholarly, and governmental agencies and meetings; also provides liaison with other organizations and agencies. Works with other ALA staff members and units on ALA activities and on joint-unit activities and projects.

Position qualifications: extensive knowledge of academic and research librarianship, demonstrated competence in management and administration, ability to communicate effectively orally and in writing, demonstrated competence in proposal writing and in research methodology, ability to work effectively with a wide range of groups and individuals, sensitivity to working with a volunteer membership organization, high level of energy and stamina.

Evidence of qualifications may consist in part of an advanced degree in librarianship, degrees in other disciplines, or relevant experience. Position available July 1, with possible early appointment.

Application with resume should be sent by March 1 to:

ALA Personnel Office
50 E. Huron St.
Chicago, IL 60611

An equal-opportunity, affirmative-action employer

FOREIGN LIBRARY

Library Services Advisor

Senior librarian for 2-yr. position in Sanaa, Yemen Arab Republic, as director of newly created docum. & learning resources center (DLRC) for Ministry of Agriculture & Fisheries. U.S.-funded proj.; final budget approval expected Dec. 31, 1983. Duties incl.: planning for services; prep. of specs.; trng. Yemeni employees; developing policy guidelines; budget prep.; acquisition; assisting in mgmt. of comput. svcs.; estab. of linkages with other libs. & databases. Requirements: ALA-accred. MLS; lib. computer syst. exp.; admin. & supvsy. exp. in ref., cataloging, or acq.; knowl. of lib. bldg. & equipt.; elem. spkg. & rdg. abil. in Arabic. Work exp. in lesser devel. ctry. pref. Salary: minimum $25,000, depending on qualifications. Liberal benefits, overseas allowance. **Deadline: Feb. 15.**

Letter of application, c.v., 3 letters of ref. to: **R. G. Varady, Office of Arab Lands Studies, University of Arizona, 845 N. Park, Tucson, AZ 85719.**

UA is an EO, AA employer.

tice; cataloging revision of technical cataloging assistance; planning, development, and evaluation within the educational resources technical services area. Requirements: senior position requires 2 yrs.' cataloging experience, at least one of which is in cataloging of varied AV formats, and a minimum of one yr.'s supervisory experience with full-time regular staff. Second position requires one yr.'s experience in either AV or monographic cataloging. Both positions require the MLS from an ALA-accredited program or its equivalent in instructional materials, media, technology, etc. Desire evidence of strong commitment to and potential for scholarly and professional achievement. Academic-year salary and appointment with possibility of additional summer appointment. Good fringe benefits. Possible faculty rank and status with tenure-track appointment with second master's degree. Negotiable salary: $16,000 minimum for senior position; $14,000 minimum for second position. **Applications should state which position is sought and must be postmarked no later than Feb. 29.** Send resume and list of references to: Nyal Williams, Chair, **Department of Library Service, Ball State University, Muncie, IN 47306.** Ball State University practices equal opportunity in education and employment.

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2 positions, University of California, Santa Cruz. 1) **Subject specialist for literatures of Western Europe and Latin America.** Assistant or associate librarian. The University of California, Santa Cruz, is seeking a service-oriented bibliographer to develop its collections in Western European literatures, and the history, literature, and social science of Latin America. Serves in the collection planning section and is responsible for building collections to support undergraduate programs in the literatures and graduate programs with an emphasis on French literature. Provides bibliographic and reference assistance in the humanities and social sciences in general. Qualifications: MLS or equivalent, fluency in French or Spanish and a strong working facility in the other language. Prefer graduate work in French and prior collection development and reference experience in an academic library. 2) **Science bibliographer.** Assistant or associate librarian. The University of California, Santa Cruz, is seeking a service-oriented bibliographer to develop its science collections. Serves in the collection planning section and is responsible for building collections to support strong undergraduate programs, 7 graduate programs, and 3 organized research units. Works closely with staff in the Science Library. Qualifications: MLS or equivalent, graduate work in the sciences or equivalent experience. Prefer degree in chemistry or physics and prior collection development and reference experience in an academic library. Salary range for both positions $17,412–$30,648 (possible adjustment in 1984). Open May 1. **Application deadline Feb. 15.** Send resume and names of 3 references to: Katherine Beiers, Assistant University Librarian–Personnel, **University Library, University of California, Santa Cruz, CA 95064.** An equal-opportunity, affirmative-action employer.

University librarian and associate dean of information services. Salary range: $34,860–$42,120 (a 6-percent raise is anticipated on Jan. 1). Responsibilities: administers the operations and services of the university library. Reports to the dean of information services and acts as dean's associate for library matters. Plans and directs the implementation of the library budget. Administers the library personnel process. Provides leadership for planning and evaluating policies and procedures which support the university's educational goals. Qualifications: graduate degree from an ALA-accredited school of library/information science (candidates with academic attainment beyond the MLS will be given preference). Substantial (e.g., 10 yrs.'), varied, and increasingly responsible operational and managerial library-related experience is required; preferably in a university or 4-yr. college library. General familiarity with the use of automated systems in both public and technical services, and detailed involvement with automation planning and decision making in one of them. Demonstrated ability to lead and motivate people. Strong communication skills. Evidence of continuous professional growth and contributions (e.g., grants, publications). The university library, containing over 600,000 volumes, is an integral part of the information services unit at CSU, Chico. The library has a public-access online catalog and is the pilot site in the state university system for this automation activity. Information services includes the library, instructional media center, and computer center, and provides a unified academic support service for the university. Also, information services operates an integrated regional service network for an area of 33,000 sq. miles and has recently added a satellite earth station. The library serves a student body of 14,000 students. Chico is over 90 miles north of Sacramento and 165 miles northeast of San Francisco. It is in the Sacramento Valley at the edge of the Sierras. Nearby mountains, lakes, rivers, and a national park afford excellent opportunities for summer and winter recreation. **Closing date for applications: Jan. 15.** Send a letter of application, names; addresses, and telephone numbers of 3 current professional references, and complete record of education and experience to: William A. Jones, Chair, University Librarian Search Committee, **The Meriam Library, California State University, Chico, CA 95929-0290.** An affirmative-action, equal-opportunity employer.

CONSULTANTS WANTED

Consultant to evaluate the present adult inmate library program and recommend future directions. Request for Proposal (est. cost $20,000) will be sent upon request. Contact: Phyllis Newton, **Department of Corrections, 630 K St., Rm. 315, Sacramento, CA 95814; 916-445-8035.**

LIBRARY EDUCATION

Assistant or associate professor of library science (tenure-track). Teaching area: bibliographic control. Appointee must have thorough understanding of modern library technology and competency in one or more of the following fields in addition to cataloging and classification of library materials: classification theory, indexing, technical services, design of online catalogs. Qualifications: doctorate, completed or nearing completion, in library science or related field. Potential for research and publication. Teaching experience and minimum of 2 yrs.' professional work preferred. Minorities and women are especially encouraged to identify themselves voluntarily. Responsibilities: usual teaching load of 2 courses each semester. Other duties include student advising, committee work, supervision of student field experiences, research, and publication. Salary: minimum of $23,000 for assistant professor, $28,000 for associate professor. In addition, teaching 2 courses in summer term is possible for 1/6 of salary for academic year. Benefits include TIAA, hospitalization insurance. **Application: send letter of application, resume, and 3 letters of reference by Feb. 1** to: Chair, Committee on Appointment, Promotion, and Tenure, **School of Library Science, Manning Hall 026-A, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27514.** The University of North Carolina is an equal-opportunity, affirmative-action employer.

Assistant professor, education/library science (9 mos., tenure-track). Teach school library/media center administration, materials selection, reference, and children's and adolescent literature courses. Expected to conduct research and service in library applications of instructional technology. Master of library science, earned doctorate in library science or closely related discipline, 3 yrs. of library/media center experience, and teaching experience in some combination of the above courses are required. Salary: $22,000 for 9-mo. period. **Forward a vita, 3 recent letters of recommendation, and transcripts of graduate work postmarked by Feb. 15** to: Barbara Chatton, **Department of Educational Foundations and Instructional Technology, College of Education, University of Wyoming, Laramie, WY 82071; 307-766-2186, 2167.**

Assistant professor in information science. Position beginning Sept. 15, with primary teaching responsibility for information storage and retrieval, management of information services, and competency in at least one of the following: development and evaluation of databases; economics, sociology or psycholo-

MEDICAL LIBRARY

University of Minnesota Libraries–Twin Cities
Director of the Bio-Medical Library
Search Extended

The Bio-Medical Library supports the teaching, research, and service programs of the health sciences on the Minneapolis campus of the University of Minnesota. These programs span the full array of health sciences disciplines and include strong outreach and service activities. The Bio-Medical Library has a total operating budget of more than $1 million, approximately one-half of which is devoted to acquisition. It has a staff of 42 FTE, including 11 professionals. It has a collection of over 300,000 cataloged volumes and receives approximately 4,000 serials.

The Bio-Medical Library is located in the health sciences complex on the university's Minneapolis campus and is physically consolidated, with the exception of the Natural History Library. The Bio-Medical Library includes a learning resources center, a major history of medicine collection, and its own processing unit. It participates in the RLIN cataloging system and utilizes its own, locally developed serials and acquisition systems. It has extremely strong database searching and information delivery programs.

The Bio-Medical Library participates in a number of national, regional, and statewide cooperative medical library programs, including the Greater Midwest Regional Medical Library Network, the Minnesota Council of Health Science Libraries, and the RLG Medical and Health Sciences Program Committee. Recognized as one of the outstanding bio-medical libraries in the country, the University of Minnesota Bio-Medical Library has been a national leader in cooperative developments, information services, audiovisual applications, and interlibrary cooperation. It has one of the strongest collections among bio-medical libraries in the country. These emphases are expected to continue in the future, with particular priority on continued collection strengths, electronic information delivery, network participation, bibliographic instruction, and closer interaction with the health sciences academic programs.

The director of the Bio-Medical Library reports to the university librarian and participates in university-libraries-wide planning and program development together with the other directors of the major university libraries' departments: central administrative services, central technical services, Institute of Technology Libraries, St. Paul Campus Libraries, Walter Library, and Wilson Library. The Bio-Medical Library director is an ex-officio member of the Bio-Medical Library Committee, which meets regularly to advise regarding the programmatic directions of the Bio-Medical Library.

Applicants for this position must have a minimum of 5 yrs.' experience in one or more bio-medical libraries, demonstrated successful management experience, an MLS or appropriate equivalent academic preparation. In addition, applicants should have demonstrated skills in administration, planning, and interpersonal relations. They should have sophisticated knowledge of the library services requirements of the health sciences and be able to work effectively with faculty, students, academic administrators, library colleagues, and staff.

Highly desirable are: an academic background in a health-sciences-related field; Medical Library Association certification; leadership potential in the areas of library automation, networking, continuing education and outreach activities, and electronic information delivery; knowledge of and participation in research projects; scholarly publishing and presentations.

This is an academic administrative position. Salary is negotiable, with a minimum of $45,000.

Applications must be postmarked by March 31. Nominations must be received by March 1.

Please send letter of application, vita, and the names of 4 references to: **Robert Wright, University Libraries Personnel Officer, University of Minnesota–Twin Cities, 499 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455.**

The University of Minnesota is an equal-opportunity educator and employer and specifically invites and encourages applications from women and minorities.

gy of information; or provision of information services. Qualifications: doctorate in librarianship, information science, or collateral field. Strong commitment to research. Experience in library/information services, or information system design and analysis desirable. Employment details: 3-yr. appointment as an assistant professor on tenure track. Salary competitive (minimum $20,000 for academic year), excellent fringe benefits. **Applications accepted to March 15.** Inquiries and resumes should be sent to: Search Committee, **Graduate School of Library and Information Science, FM-30, University of Washington, Seattle, WA 98195.** University of Washington is an equal-employment-opportunity employer.

Assistant professor: tenure-track, full-time position at the assistant professor level beginning Aug. 1. Teaching responsibilities include competencies in 2 or more of the following areas: information science, science-technology bibliography, cataloging, networking. Preference will be given to applicants with a PhD and professional experience in library or information science or closely related areas; and a strong commitment to research and publication. Minimum salary: $21,000 for academic year. Excellent fringe benefits. **Deadline for applications: March 15.** Send letter of application, resume, and names of 3 persons from whom references can be secured to: M. Sangster Parrott, Associate Professor and Chair, Search Committee, **Department of Library Science and Educational Technology, School of Education, University of North Carolina at Greensboro, Greensboro, NC 27412.** UNC-G is an equal-opportunity, affirmative-action employer.

Assistant professor. To teach systems analysis, computer programming, computer applications in libraries and/or library technology. To direct and expand a regional clearinghouse for microcomputer applications. PhD is required. 9-mo. salary $20,000+, negotiable. **Deadline for applications is March 15.** Position available Aug. 27. Send resume and references (or write or call for additional information) to: Bonnie B. Thorne, **Sam Houston State University, School of Library Science, POB 2236, Huntsville, TX 77341; 409-294-1153.** AA, EEO.

Faculty position. Emporia State University announces a new tenure-track position to enable the School of Library and Information Management to fulfill successfully its mission to provide professional education and continuing education for library and information professionals in Kansas. Applications are invited from individuals willing and able to assume a leadership role in the new curriculum implemented in fall 1983. Required qualifications: evidence of published research and other scholarly activities, record of successful teaching experience, earned doctorate in library/information management or related field, pertinent experience in the library and information professions. Preferred qualifications: experience and ability to teach in 2 or more of the following areas—learning theory, communication theory, information needs analysis, sociology of knowledge, information transfer in the humanities, information transfer in science and technology; experience in the design, implementation, and evaluation of informational, educational, cultural, or research services in libraries or other information agencies. Salary: $22,000–$35,000, dependent upon candidate's educational background and experience. 12-mo. appointment available. Rank commensurate with qualifications of applicant. Position available: summer or fall, 1984. **Closing date for applications: Jan. 31.** Send letter of application, resume, and names of 3 references to: Robert Grover, Dean, **School of Library and Information Management, Emporia State University, Emporia, KS 66801; 316-343-1200 x203.** Emporia State is an affirmative-action, equal-opportunity employer.

Faculty position. The UCLA Graduate School of Library and Information Science is seeking to make one appointment of an individual with experience in one or more of the following areas: collection development, descriptive cataloging, preservation, publishing, or serials. Applications are desired from candidates with a doctorate (or, for appointment at the acting assistant professor level, from persons about to receive one) with demonstrated experience or very strong potential in teaching, with interest and competence in research, and with knowledge of professional practice. Opportunities exist for innovative course development. Rank and salary will depend upon record of experience and competence, with the following established ranges: assistant professor ($21,000–$24,700), associate professor ($26,300–$29,600), professor ($32,200–$43,000), all on a 9-mo. academic-yr. basis. The appointment will be as of fall quarter 1984. **Applications to close Jan. 31.** Send resume with a list of references or direct inquiries to: Robert M. Hayes, Dean, **Graduate School of Library and Information Science, University of California, Los Angeles, CA 90024.** UCLA faculty will be at ALISE/ALA Washington to discuss the position. The University of California is an equal-opportunity, affirmative-action employer.

MEDICAL LIBRARY

Assistant or associate director for public services. The Houston Academy of Medicine–Texas Medical Center Library is seeking applications for an assistant or associate director of public services to begin after June 1. The ADPS functions as a key member of the library's management team and is responsible to the executive director for the planning, development, and coordination of all the operations and services of the public services division. A strong emphasis is now being placed and will continue to be placed on the development and implementation of education programs, of services and programs for the Houston health care community, and on information services marketing or brokering as these concepts are preliminarily defined in the study, "Academic Information in the Academic Health Sciences Center: Roles for the Library in Information Management." The library's public services division includes the information services department, circulation services, photocopy and interlibrary loan services department, audiovisual services department, and public relations. Experienced, well-developed, and confident communication and human relations skills are crucial qualifications for successful performance in this position, which is responsible for at least 13 professionals and 12 support staff. A master's degree in library science from an ALA-accredited library school and a minimum of 5 yrs.' professional experience, demonstrating the candidate's administrative qualifications, are required. Other criteria that will be considered are health sciences or academic library experience, participation in professional associations, and contributions to the profession through publication, consultation, or public speaking. The HAM-TMC Library is cooperatively governed by 6 participating institutions, including the 2 medical school complexes in the Texas Medical Center, Baylor College of Medicine, and the University of Texas Health Science Center at Houston. It serves a total of 19 health care and educational institutions in the medical center and the Houston community. It has a budget of over $3 million and a professional staff of 26, and it strives to be a leader in the management and service of information. The salary is competitive, with a minimum of $35,000. The library offers excellent fringe benefits including TIAA/CREF; paid medical, dental, disability, and life insurance; 24 days' vacation; and relocation assistance. **Please send your resume, references, and salary requirements by Feb. 1** to: Janis Apted, Director of Organization Development, **Houston Academy of Medicine–Texas Medical Center Library, 1133 M.D. Anderson Blvd., Houston, TX 77030.**

NETWORK

OHIONET member services coordinator. Primary duties include training and communicating with OHIONET member and potential member libraries regarding computerized bibliographic and information systems, chiefly the services of OCLC. Qualifications: MLS degree or equivalent experience to prove excellence in written and oral communication, thorough understanding of library operations and their automated applications. Desirable: experience with writing technical memoranda, manuals, and training guides; and with BRS and/or DIALOG. Highly desirable: experience with training professionals and support staff on OCLC subsystems and with microcomputer applications to library processing and/or research. Essential: experience with OCLC cataloging (additional subsystems preferred). Position available immediately. Starting range: $16,328–$19,000 annually plus benefits. Send resume to: Joel S. Kent, Assistant Director for Member Services, **OHIONET, 1500 W. Lane Ave., Columbus, OH 43221-3975.** EOE, AA.

OTHER

Extension consultant. Salary range: from Grade 10, Step 1 (up to $18,512 annually) to Grade 10, Step 6 (up to $24,315 annually). Qualifications: minimum qualifications include a graduate degree in library science or its equivalent from an ALA-accredited program; 5 yrs.' professional library working experience; appropriate professional experience in extension services or a related area of library work; 2 yrs.' successful supervisory experience; driver's license and access to a car; willingness to travel within the region. Good communication skills essential, with emphasis on grant- and report-writing skills, and interpersonal communication skills. Consulting skills and demonstrated ability to establish effective

Columbia University
Health Sciences Library

The Health Sciences Library serves the Schools of Medicine, Dentistry, Nursing, and Public Health, the Presbyterian Hospital, and other affiliated health care, instructional, and research programs in the Columbia-Presbyterian Medical Center. The library has a full-time staff of over 40, a collection of approximately 385,000 volumes, more than 3,200 current journal titles, a large media center, and a comprehensive special collections section.

Head of reference. The position reports to the assistant health sciences librarian for resources and reference services and manages all information services, database searching, formal and informal instruction, and interlibrary lending and borrowing. Responsibilities include promoting effective use of library resources through outreach programs; supervising 5 librarians, 2 support staff, and student assistants; coordinating reference activities with other operations both within the Health Sciences Library and with other Columbia libraries; and participating in overall library planning and collection development.

In addition to an accredited MLS, requirements are: at least 5 yrs. of previous relevant experience, as demonstrated by experience and competence in health sciences reference; excellent written and oral communication skills; ability to manage effectively and to plan for and implement change in a complex environment; evidence of organizational ability and imagination; knowledge of networking, bibliographic instruction, and computerized resources. An undergraduate degree in one of the biomedical sciences and knowledge of 2 modern Western European languages are desirable. Salary ranges: Librarian II, $23,500–$30,550; Librarian III, $26,500–$38,425. **Deadline for applications is March 1.**

Head of cataloging. This position reports to the assistant health sciences librarian for access and technical services and manages all cataloging activities. Responsibilities include planning and implementation of cataloging and other bibliographic control policies and procedures; supervision of one professional and 3 support staff; coordination of bibliographic control policies with the university libraries; participation in planning overall Health Sciences Library services and operations. Duties include performing some original cataloging and resolving difficult cataloging problems. The cataloging unit processes copy cataloging and provides original cataloging for books (including rare books), serials, and audiovisuals. Cataloging operations are automated through RLIN. In addition to an accredited MLS, requirements are: minimum of 4 yrs. of cataloging experience in an academic or research library; command of current cataloging principles and practices; experience with an online technical service system; evidence of initiative, problem-solving ability, and good oral and written communication skills. Experience in cataloging biomedical materials, knowledge of LC classification and MeSH, and a working knowledge of at least 2 modern foreign languages are desirable. Salary ranges: Librarian II, $21,500–$27,950; Librarian III, $24,500–$35,525. **Deadline for applications has been extended to Feb. 1.**

Excellent fringe benefits include tuition exemption and assistance with relocation expenses and housing. Submit resume, specifying position applied for and listing 3 references and salary requirements, to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.**

An equal-opportunity, affirmative-action employer

working relationships with area libraries, community groups, and co-workers necessary. Skills in gathering, synthesizing, and interpreting community and user data, and ability to lead in a group planning process. Other information: successful candidate will administer a 10-person department providing bookmobile service to 6 counties and books-by-mail service to 10 counties in the Appalachian region of Ohio. Target populations include rural people, homebound, and handicapped area residents. Position is LSCA—Title I funded. Fringe benefits include fully paid coverage in OVAL group insurance program, 22 working days' vacation per year. **Application deadline 4:30 pm Friday, Jan. 20.** Apply by resume with names of 3 references to: Linda L. Harfst, Director, **Ohio Valley Area Libraries (OVAL), State Rt. 93 W., 252 W. 13th St., Wellston, OH 45692-2299.**

Member services librarian. The Bibliographical Center for Research (BCR) has an opening in its information retrieval services department (IRSD) for the member services librarian responsible for conducting basic training sessions, training on DIALOG, technical assistance, marketing IRSD services, promoting IRSD services at conventions, contributing to BCR's newsletter, and assisting in the creation of new workshops. Requirements include an MLS or equivalent, a minimum of 2 yrs.' experience in searching BRS and DIALOG, oral and written communication skills, experience in training and marketing, and the willingness to travel. Familiarity with the use of microcomputers and the OnTyme-II electronic mail desirable. Minimum salary $16,200 per year with annual merit and cost-of-living increases, full health coverage, staff development benefits. **Send resume and 3 references by Feb. 3** to: Joyce Coyne, **BCR, 1777 S. Bellaire, Suite G-150, Denver, CO 80222.**

PUBLIC LIBRARY

Adult services librarian for service-oriented public library. New building planned, automated circulation system anticipated. Qualifications: MLS, public library reference and readers' service experience required, DIALOG searching preferred. $16,352—$23,011 (Jan. salary increase expected). Interviews possible at ALA Midwinter. Send resume to: Katherine A. Golomb, Head of Adult Services, **Westport Public Library, 19 Post Rd. E., Westport, CT 06880.**

Assistant executive director in a 7-county cooperative library system with the headquarters in the Greater St. Louis Metropolitan area. Primary responsibility for the continued development of multitype library cooperation within the system. Serves as head of public service department (audiovisual, children's & young adult services, print shop, courier, circulation, talking books) and supervises prison library program. Requires the ability to develop and direct imaginative programs to enhance service to member libraries. Must have demonstrated administrative and leadership skills. Minimum requirements: ALA-accredited MLS; 5 yrs.' progressively responsible professional library experience, including 2 yrs. at an upper administrative level. Salary: mid-$20s. **Send resume and list of references prior to Jan. 30** to: J. Alexi Fosse, Executive Director, **Lewis & Clark Library System, POB 368, Edwardsville, IL 62025.** Interviews will also be conducted at ALA Midwinter.

Associate director for public service. Responsible for organizing, planning, directing, and coordinating library policies and procedures which govern the delivery of service to the public. Participates with other associate directors in the overall program and budget planning for the library; in planning for the library; in planning for effective utilization and development of staff; in the acquisition of materials necessary to maintain the standards established by library policy; and in recommending equipment or building changes which affect the quality and provision of service. ALA-accredited MLS degree, extensive and appropriate library experience at the managerial level, thorough knowledge of overall administrative procedure, experience in public service, and demonstrated ability to develop programs and community contacts. Library system consists of large main library, branch libraries plus bookmobiles, a vigorous service to shut-ins and retirees, and an aggressive information and referral service. Applicants should possess dynamic leadership abilities and must have a keen appreciation of, and commitment to, service to the library's public. Salary: $35,000—$36,000. Blue Cross—Blue Shield; liberal vacation, city pension, etc. Send letter of application and resume to: Jane Hale Morgan, Director, **Detroit Public Library, 5201 Woodward Ave., Detroit, MI 48202.** An equal-opportunity, affirmative-action employer.

Children's librarian. MLS. City in New York State north country needs an enthusiastic person with an interest in preschool activities. $12,000—$15,000 depending on qualifications. **Apply by Jan. 31** to: R. Belvin, **Ogdensburg Public Library, 312 Washington St., Ogdensburg, NY 13669.**

Children's librarian, Public Library of Johnston Co. & Smithfield, Smithfield, N.C. MLS req., with emphasis on storytelling and programming. Some desk duty. Salary $14,256, 12 days' vacation. Ground-floor opportunity with good facilities & AV support. 25 miles from Raleigh and Research Triangle. Apply to: Ken Reading, Director, **Public Library of Johnston County & Smithfield, 305 Market St., Smithfield, NC 27577; 919-934-8146.**

Children's librarian (reopened) for combined public community college/county library system, including main library, 5 branches, and books-by-mail. Starting salary $18,000. We're located one hr. from Memphis and 15 minutes from the Mississippi River. Our library has recently won a guaranteed 35-percent increase in funding. We need an active, enthusiastic librarian who can build one of the best children's programs in the state of Arkansas. We now have the resources; now we need the right person. You must have a proven record to build this type of successful program and an MLS. We have the solid support of our community. If you want lots of responsibility and action, write: Personnel Committee, **Mississippi County Library System, 200 N. 5th St., Blytheville, AR 72315.**

Director, public library. The library serves as a city library and as one of 28 Pennsylvania District Library Centers and has a new (2 yrs.' old) library building. Qualifications: MLS degree from an ALA-accredited library school, completion of academic courses in online searching and use of microcomputers/computers for business, circulation, and other library applications or appropriate experience, 6 yrs.' experience in public library service with at least 3 of the 6 yrs. in an administrative position. Salary $22,000+ depending on qualifications. Good fringe benefits. Municipal ordinance requires city residency for city employees. Send resume with 3 references to: Helen M. Roux, Director, **New Castle Public Library, 207 E. North St., New Castle, PA 16101.**

Information services librarian. Salary $13,404—$18,396. Requirements: MLS degree. **Applications due Jan. 31.** Contact: Henry L. Hall, Director, **Stanly County Public Library, 133 E. Main St., Albemarle, NC 28001; 704-982-0117.**

Librarian I positions available. $1,477—$1,795/mo. Sunny southern Calif. location close to mountains, beaches, deserts. Riverside City/County Public Library. 1) **Bilingual librarian.** We desire a self-motivated, innovative, people-oriented librarian who speaks Spanish fluently. Responsible for outreach to Hispanic community and reference services at central library. 2) **Children's librarian.** 2 vacancies, one in Riverside and one in Indio. RCCPL is seeking professionals who can entice children into a library. Provides personal contact with children through programming, storytelling, and reading guidance at a variety of branch locations. All positions require an MLS degree and appropriate experience and/or training. Salary: $1,477—$1,795/per month. **Apply by Jan. 27** to: Irving M. Richards, Personnel Analyst II, **City of Riverside, Administrative Services Dept., 3900 Main St., Riverside, CA 92522.**

Librarian II/extension services. MLS required, experience preferred. Responsible for branch library and bookmobile. Salary $11,914 plus benefits, 5-percent probationary increase. Available Jan. 2. Apply to: A. D. Henehan, Director, **St. Lucie County Library, 124 N. Indian River Dr., Fort Pierce, FL 33450; 305-461-5708.**

Library director—at least 5 yrs.' experience with 2 or more in administration preferred. MLS or MA from ALA-accredited institution. Community 38,000; city-county library with 68,000 volumes; 90,000 circulation; $221,000 budget; 8.5 staff. Salary range: $20,000—$24,500. **By Jan. 18,** send resume and names of 3 references to: Lawrence Maxwell, Chair, **Butte-Silver Bow Public Library Board, 1920 Monroe, Butte, MT 59701.** Butte-Silver Bow is an EEO, AA employer.

Library director—director for district library in growing Orange County community of 32,000; MLS degree with 5 yrs. of responsible professional experience in a public library. Knowledge of principles, trends of library methods and techniques; management practices and procedures as well as new library methods through computers. Will be directly responsible to elected Board of Trustees. Library has strong community support, well-used by residents. 25 FTE with 5 professionals; $903,550 budget for 1983/84; book circulation over 250,000; member of Santiago Library System. Salary between steps of $2,400—$2,800 monthly. Candidate may be hired in any increment. Benefits: vacation—2 weeks first 3 yrs.; 3 weeks through 9 yrs; 4 weeks through 14 yrs; 5 weeks thereafter. 13 paid holidays including birthday. Member of Public Employees Retirement System. 12 days per year sick leave with cumulative rights —health insurance paid by district. **Applications must be received by March 1**; oral and written interviews last 2 weeks of March. Candidate must make own travel arrangements. Position open July 1, with successful candidate reporting by June 1 or 15. Mail applications and resumes to: **Board of Trustees, Yorba Linda Library District, 18262 Lemon Dr., Yorba Linda, CA 92686.**

Public Library Director

One of the finest public library systems in Michigan is seeking a successor to its top administrator. Position responsible for $3.5-million budget and staff of nearly 100; a main library and 6 branches. Requires MLS from an ALA-accredited library school with 10 yrs.' experience, including 5 as an administrator in a public library. Salary range: $40,000—$50,000. **Deadline for applications is Jan. 31.**

Send resume to:

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Library director: Mifflin County Library. Administration of a small public library in central Pennsylvania. Serving a population of 46,900 with 4 branches and central library staffed by 14 FTEs. Budget $200,000. Salary $15,000—$17,000 negotiable, with usual fringe benefits including 24 days' vacation. ALA-MLS required. Applications will be accepted until a suitable candidate is chosen. Send resume with 3 references to: **Herb Vallow, Chair, Search Committee, 325 Cottage Place, Lewistown, PA 17044.**

Main library director. We are seeking a highly motivated individual who can successfully supervise and coordinate the efforts of a team of result-oriented professional librarians. This highly visible position affords a significant challenge and provides an exceptional opportunity for continued professional development. The successful candidate must have an MLS from an ALA-accredited institution of higher learning, minimum of 8 yrs. of progressively more responsible experience in the delivery of library services. Demonstrated managerial skills, administrative experience sufficient to make objective decisions affecting the day-to-day operation of a main library with a multitalented staff. PLCFC is located in Columbus, Ohio, which was recently designated as being the fastest-growing metropolitan city outside of the Sunbelt, offering numerous educational, recreational, and cultural opportunities. With a staff of 367 employees and a budget of $10.2 million, PLCFC serves a population in excess of one million. We offer an excellent fringe benefit package, highlighted by a starting salary of $25,376 which is negotiable. If interested and qualified, forward a resume and salary history in confidence to: C. E. Johnson, Director of Personnel, **Public Library of Columbus and Franklin County, 28 S. Hamilton Road, Columbus, OH 43213.** Affirmative-action employer.

Senior librarian (art and music), Richmond (Va.) Public Library. $17,030—$24,076 annually. To head the art and music department of the main library. Considerable library experience desired with emphasis in reference work in an art and music department of a library of comparable size. Demonstrated supervisory ability desirable. Required: the completion of the core curriculum for an MLS from an ALA-accredited school. Possession of or eligibility for certification as a librarian issued by the Virginia State Board for the Certification of Librarians. **Apply no later than Jan. 30** to: **Department of Personnel, City Hall, 900 E. Broad St., Rm. 101, Richmond, VA 23219.** EOE, AA.

2 positions. 1) **Coordinator of youth services.** Seeking enthusiastic, energetic individual to manage 3 FTE staff and coordinate 3 branches and OUTREACH service in development and delivery of library service to children and young adults. Duties include: collection development, intensive creative programming, school cooperation, and community involvement. 2) **Head of technical services.** Department head to manage 2.5 FTE staff in the cataloging and processing of all library materials, including youth, of OCLC. Successful candidate will help investigate and implement automated circ. system and OPAC. Both are key staff positions, involving participation in overall management. This progressive, innovative, medium-size public library system has a new main library, 3 branches and a bookmobile, and enjoys excellent board and community support. Required: ALA-accredited MLS. Minimum salary: $16,087. Excellent fringe benefits. Positions available immediate-

ly. Send resume to: Meribah G. Howarth, Library Director, **Fairfield County District Library, 219 N. Broad St., Lancaster, OH 43130.**

Youth services consultant for library system serving 42 member libraries. Assume system responsibility for book selection, program planning, etc. Person will be encouraged to develop services as needed. Salary $17,000–$22,000. Excellent fringe, including 24 days' vacation. High priority given to youth services by administration and member libraries. Area rated #3 in U.S.A. for living conditions. Contact: A. Hasemeier, **Mid-York Library System, 1600 Lincoln Ave., Utica, NY 13502; 315-735-8328.**

RESEARCH LIBRARY

Assistant librarian for reference and collections management. Regional private historical research library with 7 full-time staff seeks an assistant librarian to assist the reference librarian in all facets of readers' services—handling reference queries, supervising volunteers/interns, directing the use of mechanical readers' aids, etc. Also chiefly responsible for supervising acquisitions, disposals, public exhibitions, and library-related programs, and the physical care of library facilities, collections, and equipment. An energetic, motivated professional sought with a BA degree in American history, literature, or American studies, possible graduate work in undergraduate field, and/or MLS degree. Salary in low-to-mid teens. **Applications due by Feb. 1** for positive starting date of April 1. Send letter of application, resume, and names and addresses of 3 references to: Bryant F. Tolles, Jr., Director and Librarian, **Essex Institute, 132 Essex St., Salem, MA 01970.**

SCHOOL LIBRARY

Head librarian or part-time librarian. Salary range $12,500–$19,000 based on degree and experience. MLS degree required. Reply to: **Box B-846-W.**

STATE AGENCY

Administrative librarian, $30,019–$40,228. Oklahoma Department of Libraries. Responsible for administering the public library development branch of the state agency. Supervises highly trained and experienced library consultants in areas of continuing education, adult and children's programming, performance measures, audiovisual, construction, and library administration. Must be able to work effectively with library directors and trustees from various population levels. ALA-MLS plus 5 yrs.' relevant experience in state library agency or public library administrative post. Send resume and references to the attention of: Administrative Librarian, **Oklahoma Department of Libraries, 200 NE 18th, Oklahoma City, OK 73105.** An AA, EEO employer.

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Our competencies defined: A progress report and sampling

First developments in the eagerly awaited "New Directions" project

by Jose-Marie Griffiths

Ed. note: Beset by crises in education, hiring, and status, the library community desperately needs resources for defining—to both the profession and the public—the present and future competencies of its work force. One major resource in the making is the "New Directions" project being carried out by King Research, Inc., for the U.S. Dept. of Education. The resource will be available for use later this year. In the meantime, we asked Project Director Griffiths to provide AL readers with a glimpse of developments to date. Her cooperation, in the midst of a crowded schedule, is much appreciated. —A.P.

There appears to be an overall concern today with the problems of keeping education and training problems up to date in light of technological and other societal change. These concerns, which ripple through the entire education and training communities, are predicated not only by the occurrence of change, but by the acceleration of the rate of change our society is undergoing.

Nowhere is the problem of keeping pace more acute than in the information field. New information technologies are affecting all aspects of our lives in predictable as well as unpredictable ways. Accompanying this tidal wave of information technologies is the urgent need to produce a nucleus of well qualified, competent information professionals. Answering this need calls for an ongoing dialogue between the education and training community and information professionals and their employers.

The project "New Directions in Library and Information Science Education"[1] can be viewed as a first step in developing a mechanism to enhance timely feedback among all participants in the information community (researchers, educators, practitioners). Such a mechanism will help ensure that required competencies are identified, described, and validated, and taught on more of a real-time basis.

The objectives of the project are to set forth a planning framework for such a mechanism; describe how the mechanism can be implemented; conduct a first planning cycle (including identifying, defining, describing, and validating competencies); and describe how successive planning cycles can be carried out so that the development of future competencies reflects the dynamic nature of the information environment.

The components of "competencies"

The major focus of project activities to date has been the identification and description of competencies. Competencies

Jose-Marie Griffiths of King Research, Inc., is director of the project, "New Directions in Library and Information Science Education," commissioned by the U.S. Dept. of Education.

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have been defined in a variety of ways and at several different levels. For the purpose of this project, competencies were defined as comprising these major components: knowledges, skills, and attitudes. We felt that a framework for identifying competencies of information professionals needed to be developed so that the identification process could proceed in an orderly fashion, and so that any obvious gaps or overlaps could be identified. The framework (described in more detail in an upcoming project newsletter[2]) contains these primary dimensions:

- Type of work setting (e.g., library, clearinghouse, database publisher.)
- Functions performed (e.g., reference, cataloging, abstracting)
- Professional level (e.g., entry-level, mid-level, senior-level)
- Prevailing trends affecting the information profession

These major dimensions are supplemented by a set of subsidiary dimensions:

- Types of users served
- Tools and techniques used/applied
- Types of materials handled

Once this framework had been developed, the formal competency identification process began.

Two methods for identifying competencies were used. The first was through an extensive interview process with both individual information professionals and their managers/employers. These interviews also helped identify environments within

Sample Competency List: For a Senior Level Reference Librarian (over 10 years' experience) in a Special Library

Knowledges

Knowledge of:

- the overall structure and organization of libraries and information centers
- the various functions performed by libraries and information centers
- the range of services offered by libraries and information centers
- the expanding roles of the information community in meeting information needs
- alternative methods for organizing information and their implications for retrieval
- reference/referral services
- reference/referral tools
- how to use reference/referral sources and tools
- the basic principles of computer-assisted retrieval
- how to prepare, maintain and use special-pupose files (e.g., vertical files, picture files, etc.)
- how to use and instruct others in the use of library tools, including catalogs, bibliographies, indexes, directories, enyclopedias, almanacs, etc.
- various techniques to promote the library or information center and its services
- performance evaluation methods and techniques
- personnel management methods and techniques
- the mission, goals and objectives of the organization served
- the role of the library or information center within the organization
- users' information needs and requirements
- the collection and related collections
- the primary subject fields of the users

Skills

Ability to:

- establish rapport with users
- communicate well by written, verbal and non-verbal means
- negotiate a reference inverview
- analyze information requests
- formulate query, and collect, analyze, and interpret data
- use a variety of vocabulary devices
- select appropriate search strategy based on available resources, time constraints, costs, etc.
- search online databases effectively
- when appropriate, evaluate and advise patrons as to the currency, accuracy, and sufficiency of information retrieved or received so that patrons can evaluate usefulness of that information
- devise and publicize pathfinders, booklists, displays, etc., which will ease access to collections and will motivate use
- market the library and its services
- perceive the needs of the organization and not just the library
- anticipate long-range needs of reference service and accumulate materials accordingly
- analyze community information processes and translate findings into improved information services
- teach staff
- provide instruction as necessary to a wide variety of patrons, in a wide variety of topics, both formally and informally
- select methods for providing current awareness services
- develop and present library programs
- develop special tools which provide access to information not readily available, e.g., community resources, special collection
- determine method(s) for locating desired materials that could not be found in available lists of holdings
- make effective, timely, and well informed decisions
- isolate and define problems and develop the necessary criteria and action for their solution
- apply methods of measurement and evaluation
- manage time effectively
- apply quantitative skills in budgeting, projecting, supplying
- make recommendations on system improvement
- assign job responsibilities
- develop plans
- develop and implement policy and interpret policy both to parent organization and to staff
- assign staff to develop specific objectives and new programs from general objectives
- supervise staff
- evaluate adequacy of personnel utilization based on available positions, tasks to be performed, cost analysis, etc.

Attitudes

Practitioner should demonstrate:

- a positive attitude toward the profession, the organization served, the library, and its users
- a positive attitude toward working under various constraints, e.g., time, cost, staff
- a desire to satisfy the needs of user
- a desire to be cooperative
- a sense of responsibility
- a willingness to help people
- a willingness to keep up to date through professional reading, etc.
- a willingness to fail
- a willingness to learn
- tenacity/determination
- inquisitiveness/curiosity
- diplomacy
- patience
- resourcefulness
- flexibility
- confidence

which information professionals perform, and the extent to which these environments are changing. The interview process was based on the approach developed by McClelland,[3] and is described in more detail in the project newsletter.[4] This approach to competency identification was supplemented by an extensive literature review.

The competencies identified to date have been compiled into listings organized by three of the major dimensions of the framework mentioned above: work setting, function performed, and professional level. The lists (in their present form) represent the aggregation of competencies identified through the two methods.

A sample competency list

The example shown is a preliminary competency list for a senior-level (over 10 years of professional experience) reference librarian working in a special library. Each list is organized into knowledges, skills, and attitudes. The knowledges vary from generic knowledges that are likely to be required by all information professionals, to more function-specific knowledges, to organization-specific competencies (which have to be acquired on the job). Skills span a similarly broad spectrum. Attitudes range from attitudes toward the profession, to attitudes toward one's job, to attitudes that seem more like personality traits. The sample listing included here is a base listing derived from our data collection efforts. Our next step is to subject these lists to a validation process.

Validating by peer review

The validation process selected by us (in view of constraints of time and budget) is that of peer review. Competency listings of the type displayed in the boxed sample are being sent to professional groups and individuals for review and comment. The lists should be reviewed from several perspectives:

Competencies. Does the list cover all aspects of competence?

Relevance. Are all the competencies in the list appropriate?

Relative importance. Which competencies are essential, desirable, etc.?

Future. Which competencies are most likely to change, and how?

To make the results of this project as widely applicable as possible, we are soliciting input representing a variety of perspectives—that of the educator, employer, professionals, professional societies, placement officers, personnel officers, and so on. Once the base-level lists have been validated, we will undertake such higher-level analyses as identifying competencies that are generic across functions, or across work settings. The results of these analyses should provide potentially useful information for all the communities within the information field.

The list of competencies can be obtained from King Research, Inc., 6000 Executive Boulevard, Rockville, MD 20852. Since there are well over 100 different lists, please indicate your area of interest (in terms of work settings and/or functions). Comments and suggestions should be returned to us as close to the end of January as possible. □

Notes

1. The 18-month project was contracted to King Research, Inc., in 1982 by the U.S. Dept. of Education. Overall aims were to determine the present and future competencies needed by library and information science professionals and to examine the educational requirements necessary to achieve those competencies. Related stories appeared in the January 1983 *American Libraries*, p. 22–26, Sept., p. 519–525, and Dec., p. 706.

2. *Project Newsletter*, March 1983. (Available from King Research.)

3. Goleman, Daniel. "The New Competency Tests: Matching the Right People to the right Jobs." *Psychology Today*, January 1981, p. 34–46.

4. *Project Newsletter*, June 1983. (Available from King Research.)

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software showcase

The Personal Bibliographic System:

A "front end" to the online library

by Victor Rosenberg

Ed. note: "Software Showcase" is a new monthly service designed to alert readers to microcomputer programs of special interest to library professionals. Software designers and vendors are invited to submit, for the editor's consideration, brief factual descriptions of their programs, with the understanding that they will supply requestors with further information at no obligation. Inclusion of a product in this department does not constitute endorsement by ALA or any of its units.

Throughout its relatively brief history, information retrieval, and to a lesser extent library automation, has been more concerned with the identification of the required material than the form of the resulting output. It is considered sufficient for the computer to simply provide the "right" record. In library automation the emphasis has been on the improvement of library technical services, with the assumption that the librarian will then be able to provide better service to the user.

All of this leaves the user in the ironic situation of sitting before a computer terminal with access to the entire library catalog—possibly comprising more than 10 million catalog records—but with a pile of three-by-five slips next to the terminal to jot down the relevant bibliographic information as it appears on the screen. If the terminal has a printer, the user leaves the library with a long scroll containing the needed items.

The Personal Bibliographic System has been designed as a user's "front end" to the online library. It is a specialized word processing and database system for compiling and maintaining a bibliography. The programs allow input of bibliographic information manually or from bibliographic utilities, and they format the output according to the American National Standard For Bibliographic Citations (ANSI Z39.29 1977). If a suitable printer is used, the result is a correctly punctuated, alphabetized, formatted bibliography ready for appending to a paper or book, or for independent publication.

Two-part system

The system consists of two programs. The first is the bibliographic formatting program. This program allows a user with a microcomputer to create, edit, maintain, and format a bibliography. It contains the word processing, formatting and data base components of the system. The program accepts manual input by prompting the user for information according to document type, stores the material in the database, and formats the output according to the ANSI standard.

The second program, the Data Transfer System, consists of a terminal emulator to access the bibliographic utility (OCLC, etc.) and a conversion program that converts the catalog record into a bibliographic citation and enters it into the database. Using the two programs the user may merge manual input with the "downloaded" input.

Once the information is in the microcomputer database, the user may edit the material at will. The Data Transfer System is designed to extract all the information from the catalog record that might also appear in the bibliographic citation. Thus note fields from the catalog record are extracted in their entirety and put in the note field of the bibliographic record. If the note field is not desired for the citation it can be deleted with one keystroke. A manually entered sample citation and an unedited sample citation downloaded from OCLC are shown below.

Boolean retrieval provided

Access to the information is by first field (usually either author or title) and by assigned index terms. Boolean retrieval on index terms is also provided. The resulting bibliography may be printed in alphabetic order or in a user-defined ordering. It may be arranged by category using the index terms, or individual citations may be selected one at a time. Output may be indented, paginated, and numbered at the user's discretion. All fields and records are variable in length; thus the total capacity of the system varies according to the disk capacity of the microcomputer and the size of the records.

In addition to books and journal articles, the Personal Bibliographic System formats citations for maps, letters, manuscripts, reports, newspaper articles, dissertations, trade catalogs, conference proceedings, music scores, sound recordings, motion pictures,

(Continued on p. 48)

Victor Rosenberg, creator of the Personal Bibliographic System, is associate professor at the University of Michigan School of Library Science, Ann Arbor.

Allison, John, composer. Johnny has gone for a soldier [Score]. In: Lomax, Alan, ed. Folk song U.S.A.: the 111 best American ballads. First ed. Lomax, John; Lomax, Alan, adapters, arrangers. New York: Duell, Sloan and Pierce; 1947; (no. 35): 117; 3 stanzas.
Note: Piano arrangement by Charles and Ruth Seeger. Revolutionary War version of the Irish "Shule Aroon."

A manually entered sample citation produced by the Personal Bibliographic System.

E.I. du Pont de Nemours & Company.; Arden Films. Exemptions. Arden, Delaware: E. I. du Pont de Nemours; 1977; 66 slides.
Note: Script by William H. Radebaugh; photographs by Patrick Radebaugh; narration by William Paine. Sound accompaniment for automatic operation (1000 hz). Explains the reasons for exemptions and procedures under the Safe materials act of 1974. Number on cassette: 17-37.

An unedited sample citation downloaded from OCLC using the Data Transfer System.

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One of the major problems facing the researcher is the different requirements of each journal for the formatting of bibliographies. . . . Since the system is designed as a tool for researchers, future versions of the program will provide for a wide variety of formats.

video recordings, audiovisual materials, art works, computer programs, and data files. The program handles all the formats that OCLC uses, and implements all of the ANSI standard except for legal documents.

Standard-bearer

One of the major problems facing the researcher is the different requirements of each journal for the formatting of bibliographies. The obvious answer to this is standardization, and the ANSI standard, prepared by a committee of librarians, publishers, and scholars, is perhaps the first comprehensively defined format. It is a format specifically designed to facilitate computer output. The other commonly used standards, e.g. the *Chicago Manual of Style* and the standards of the American Psychological Association and the Modern Language Association, do not adequately provide for the wide range of materials that can be cited. Since the Personal Bibliographic System is designed as a tool for researchers and library users, future versions of the program will provide for a wide variety of formats; but perhaps automating the ANSI standard first will show publishers the obvious advantages of a common format.

A useful computer program is an evolving technology. Special versions of the Personal Bibliographic System are available to support specific printers that can handle foreign language characters or drive typesetting devices.

Other features of the Personal Bibliographic System include a complete screen editor that allows the user to insert, delete, exchange, copy, and move characters anywhere on the screen; word "wrapping" at the end of a line; "soft" hyphenation; upper and lower case; variable-length abstracts and notes; keyword indexing; disk labeling; control of page format (lines per page, characters per line, line spacing, single sheet or continuous form paper feeding, beginning page number, etc.); help files; backup copying program; and record deletion with disk space recovery.

System requirements

The programs are written in Pascal and include the required operating system on the diskette. The programs are available for the IBM PC, the Apple II, IIe, and III; the Victor 900; and the TERAK microcomputers. They will soon be available for other microcomputers. Minimum requirements for the programs include two disk drives, 64K of memory, an 80-column display, and a printer. The Data Transfer Program also requires a serial port and modem.

The programs are available from Personal Bibliographic Software, Inc., P.O. Box 4250, Ann Arbor, MI 48106 (313-996-1580). The Personal Bibliographic System is $250 and the Data Transfer System $200. A manual and demonstration disk with a capacity of 10 citations is available for $75.

The development of the programs was supported in part by grants from OCLC, Inc.; The Alfred P. Sloan Foundation; the University of Michigan Center for Research in Learning and Teaching; and The Council on Library Resources. □

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Players compete with reference skills

By playing a new board game, "Library Adventure," young people can learn what is stored on microfilm, why they would look in the *Readers' Guide*, and other research skills.

A colorful board pictures the inside of a library with checkout desk and eight areas: job skills, reference, periodicals, children's, media, fiction, nonfiction, and a reading room. The object of the competition is to be the first of up to six players to go through four rooms (described on an assignment card) and then advance to the check-out area. To proceed, players must answer story questions about the library and its contents.

Parts of the game include playing pieces, a die, a pad of library cards, an answer-wheel, a library stamper, and 88 story cards.

For a full round of play, each player takes a turn at being—guess what?—the librarian. The librarian is in charge of the library stamp and answer wheel.

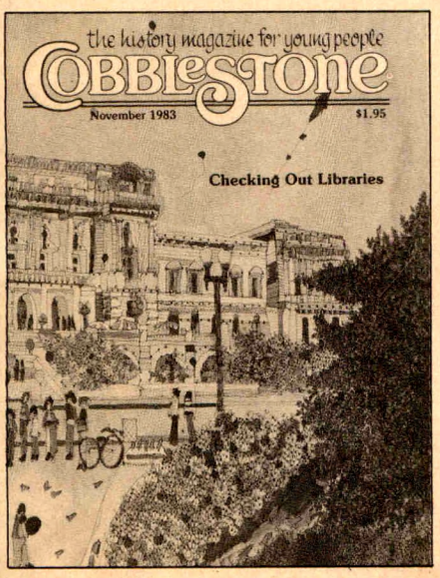
Story cards are written at different reading levels in the two versions available: primary, 2.0–3.4 reading level; and intermediate, 3.5–4.9 reading level.

To order, send a check for $14.95 directly to Learning Well, Dept. 21, 200 S. Service Rd., Roslyn Heights, NY 11577, or phone the company's hotline: 1-800-645-6564 (in New York, 516-621-1540).

Cobblestone looks at libraries

From an appreciative essay on Anne Carroll Moore's efforts to establish children's rooms in America's libraries to a comic strip about bookmobile librarians, the November issue of *Cobblestone* focuses on libraries.

Historical essays cover such subjects as the Library of Congress, Andrew Carnegie's contributions to free public library service, and the first libraries of clay tablets. Preservation of materials also receives attention.



Several games—including a treasure hunt for information contained in a library—spice up the issue and test young readers on what they've learned in this stimulating overview.

Single issues are available at $2.75 from Cobblestone, 28 Main St., Peterborough, NH 03458.

Library youngsters check out Arabian horse

Recently, Brenda Brock shared her affection for horses with a group of school-age youngsters and their parents at the Jeffersontown branch of the Louisville Public Library. Brock and her husband breed Arabian horses at their farm, B&F Arabians. Rasyndaa was the patient model for demonstrations on grooming and care. Inside the library Fred Brock showed films and explained how the Arabian horse evolved.

Pannell Award deadline set

Ann Heidbreder Eastman, committee chair for a new Lucile Micheels Pannell Award, hopes that "children's librarians might bring this honor to the attention of booksellers in their communities."

A cash prize of $2,500 and a piece of original art by an outstanding children's illustrator will be given to a bookseller in 1984 who has conducted an effective program to creatively bring children together with books. Other booksellers must be able to replicate the program. The award is administered by the Woman's National Book Association.

The deadline for application is Feb. 15. Announcement of the award and application forms appeared in the Oct. 1983 and Jan. 1984 issues of the American Bookseller's Association *Newswire*.

Eastman informs *AL* that in 1986–88, the committee plans to present the award to public and school librarians.

For more information, contact Eastman, Director of Public Affairs Programs, College of Arts and Sciences, Blacksburg, VA 24061 (or phone, 703-961-6390).

Fourth graders become sleuths

To put some fun into library skills classes, Arlington Heights Memorial Library staff has prepared a sound/slide show featuring a detective and his hound, Trooper and Snooper. In the presentation, they snoop around the library trying to learn a few things: e.g., the kind of stories detectives like most.

The "Super Snooper Troopers" program was developed by the Youth Services Department, headed by Ruth Griffith, and arranged through the schools.

Students have an opportunity to do some sleuthing on their own: they tour the library with individual detective notebooks and an assignment to "crack the case." The booklets are filled with clues that help the youngsters track down the books they need. □

NEEDED: great poems about matters librarial

by Ron Smith

Precious few great poems have been written about libraries. That is a shame, for libraries need their highs and lows recorded in poetry the way poets record life in general.

For instance, what if Robert Frost had been a librarian? His "Mending Wall" could well have been "Mending Bindings." (Not only does that title have a certain lilt to it, there have obviously been many more bindings mended than walls.) And surely Frost's poems would've been filled with "microfilm readers," "Dewey decimal numbers," and "copyright regulations" instead of bent-over birch trees, dead hired men, and apple picking. It's obvious he had flimsy stuff to work with, not being a librarian.

Emily Dickinson, who's no stranger to libraries, is another poet who may have found more subject matter in libraries than in ordinary life. Her "A Narrow Fellow in the Grass" might have ended up "A Scary Fellow in the Stacks." (Some Hollywood producer would no doubt have wanted the rights.) Her "Why Do They Shut Me Out of Heaven?" would surely have become "Why Do They Shut Me Out of Special Collections?" There's no question "The Things That Never Can Come Back Are Several" would better have stood the test of time as "The Books That Never Come Back Are Too Many." And how can we overlook "I Heard a Fly Buzz When I Died" —which, when you think about it, doesn't make much sense. It would have been more meaningful as "I Heard a Fly Buzz When I Left the Library, But While I Was in It I Couldn't Hear Myself Think."

On second thought, that title could be too long.

Other poems Emily Dickinson wrote sound as if she knew libraries pretty well. I'm certain I've heard one librarian say to another, "Midsummer Was It When They Died," as they looked out at the empty seats and filled stacks. Emily Dickinson also wrote "You'll Find It When You Try to Die," a poem that could well have been dedicated to all of us who have found a book in the card catalog but not in the library. And wasn't it a library director who said the same thing about the library that Ms. Dickinson said about life: "Size Circumscribes—It Has No Room"?

But enough wistful fidgeting. Strange as it may seem, some poems already have the stuff of libraries in them, although the poets never recognized the fact. Had Shakespeare been less concerned in his sonnets with loneliness, time, beauty, the absence of friends, and other overrated subjects, he might have tackled such monumental topics as the microfiche. His "Shall I Compare Thee to a Summer's Day?" would surely have been a hit among book lovers forever as:

Ron Smith is on the faculty of the Department of English, Utah State University, Logan, Utah.

Shall I compare thee to a microfiche?
Thou art more readable than microprint.
Real books do fill to bulging libr'y shelves,
And microcards are stored more compactly.

But staring at an ugly box to read a book
Is death to twenty-twenty (even thirty-thirty);
And rings beneath the eyes do soon appear
From squinting, peering at that loathesome screen.

But those old books are worth a ton of 'fiche,
Their lovely, dog-earr'd pages with print so large,
Pure joy to look upon and leaf through leisurely.
Besides, who ever heard of going home at end
Of long day's work, all tir'd through labors long,
And curling up, near fireside, with a good microfiche?

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Librarians and researchers have asked for it!

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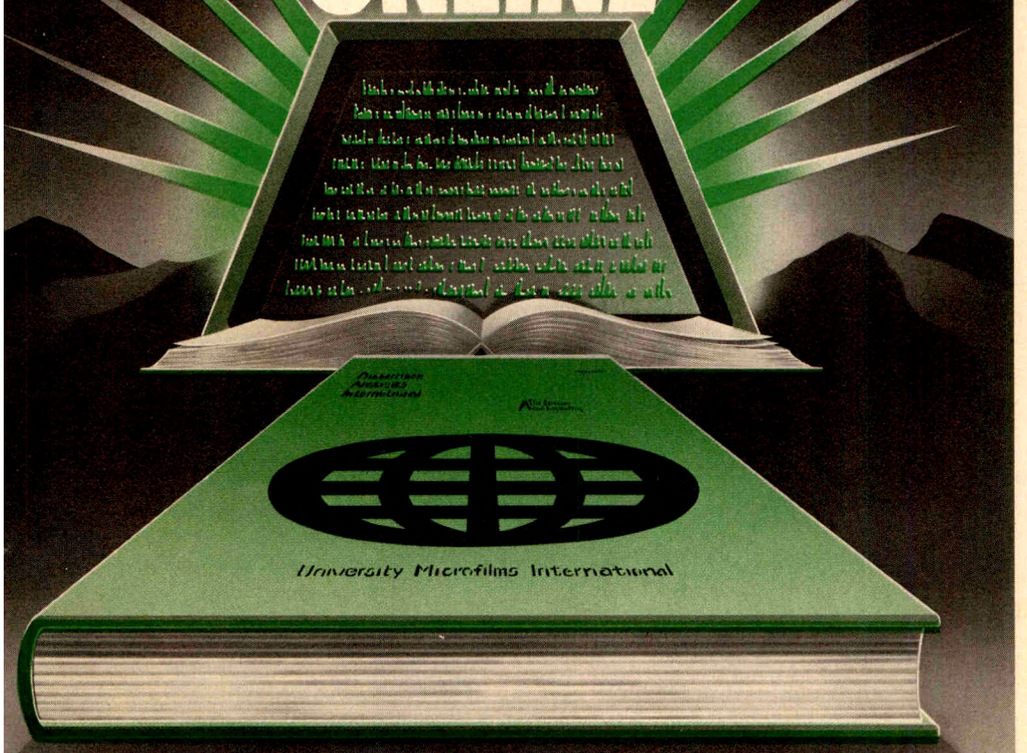

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ALA Annual Conference
Dallas, June 23–28, 1984

1984 Annual Conference Highlights

Theme: *Paths to Power*
Opening of Exhibits: Saturday, June 23, 9 a.m.
Opening General Session: Saturday, June 23, 4–6 p.m.
All-Conference Reception: Saturday, June 23, 6–8 p.m.
President's Program: Sunday, June 24, 9:30 a.m.–12:30 p.m.
President's Dance: Sunday, June 24, 9:30 p.m.–1 a.m.
ALA Inaugural Banquet: Wednesday, June 27, 7 p.m.

Conference headquarters

The Hyatt Regency Hotel has been designated as headquarters for the ALA conference. Major conference services will be located in the Dallas Convention Center. These services include registration, local information and tours, message center, first aid room, meal tickets, placement, postal substation, and package-wrapping.

Major meetings and other events will take place in the Convention Center, supplemented by hotel meeting rooms in the downtown area and other locations.

Hotel reservations

Reservation requests for the preconference period and the conference week will be accepted from Jan. 2 to May 25. Requests are to be sent to:

ALA Housing Bureau
1507 Pacific Avenue
Dallas, TX 75201

After May 25 the ALA Housing Bureau will continue to make placements, but only on a space-available basis and not necessarily at the published rates.

A list of selected hotels and their rates appears on page 54. Rates are quoted for the room, not per person, and all rooms will be assigned on a first-come, first-served basis. All reservations must be made by mail using the form on page 55. Telephone calls will *not* be accepted for reservations.

All requests must indicate six choices. Be sure to give accurate dates and approximate arrival/departure hours for all persons who will occupy the rooms requested. Note that the ALA Housing Bureau does not assume the responsibility of pairing guests for double occupancy or in multiple housing units.

Hotel confirmations

All housing requests must be made through the ALA Housing Bureau. The Dallas Convention Housing Bureau will send you an acknowledgement of your hotel reservation and will specify the deposit required. *You must forward your deposit check directly to your assigned hotel after receipt of the acknowledgement.* When the hotel receives your deposit, they will send you a confirmation.

NOTE: It is important to get your reservations in early! Receipt of reservations will be acknowledged by the Housing Bureau and confirmed by the assigned hotel as soon as possible, but some longer-than-usual delay may be experienced due to simultaneous handling of housing for the 1984 Republican convention.

Cancelations and changes

All cancelations and changes of accommodations are to be made *in writing* to the ALA Housing Bureau up to two weeks before the opening of the conference. After that time the Bureau will accept telephone requests for last-minute changes and referrals only.

Dormitory housing

Texas Woman's University, Denton, TX has made 300 dormitory rooms (all air-conditioned) available for use by ALA conferees. Please use the housing form on page 55 and mail directly to the University in Denton. Housing is on a first-come, first-served basis and application must be received *no later than June 1*.

TWU is located in Denton, Tex., approximately one hour from the convention center in Dallas.

Placement Center information

The ALA Office for Library Personnel Resources is providing a placement service at the 1984 Annual Conference. It will be located in the Dallas Convention Center and hours of operation will be:

Saturday, June 23: noon–5 p.m.
Sunday, June 24: 9 a.m.–5 p.m.
Monday, June 25: 9 a.m.–5 p.m.
Tuesday, June 26: 9 a.m.–5 p.m.

The deadline for preregistration is June 4. Forms will be available after March 1. To request forms contact OLPR/ALA, 50 E. Huron St., Chicago, IL 60611 or call 312-944-6780, ext. 293. Indicate whether you are an employer or job-seeker. If requesting one copy, enclose self-addressed, stamped envelope (no. 10).

Advance Registration

Those who wish to register in advance for the conference will be able to do so by using the advance registration form to be included in the April issue of *AL* as well as in the preliminary program booklet to be mailed to all ALA members at the end of March. To take advantage of advance registration and to qualify for the ALA member's registration fee, you must have your 1984 personal membership card at the time of registration.

Registration at the conference will open on Thursday, June 21, at 10 a.m., in the Dallas Convention Center.

Registration fees

Full week–$75 (or $64 if registered in advance) for ALA personal members; $75 (or $60 if registered in advance) for ALA personal members who are also personal members of an ALA Division; $20 for full-time library school students with ALA personal student memberships and ALA divisional memberships; $125 (no discount) for nonmembers.

Daily fees (paid only at the conference) —$38 for ALA personal members who are also members of an ALA Division; $10 for full-time library school students; $63 for nonmembers.

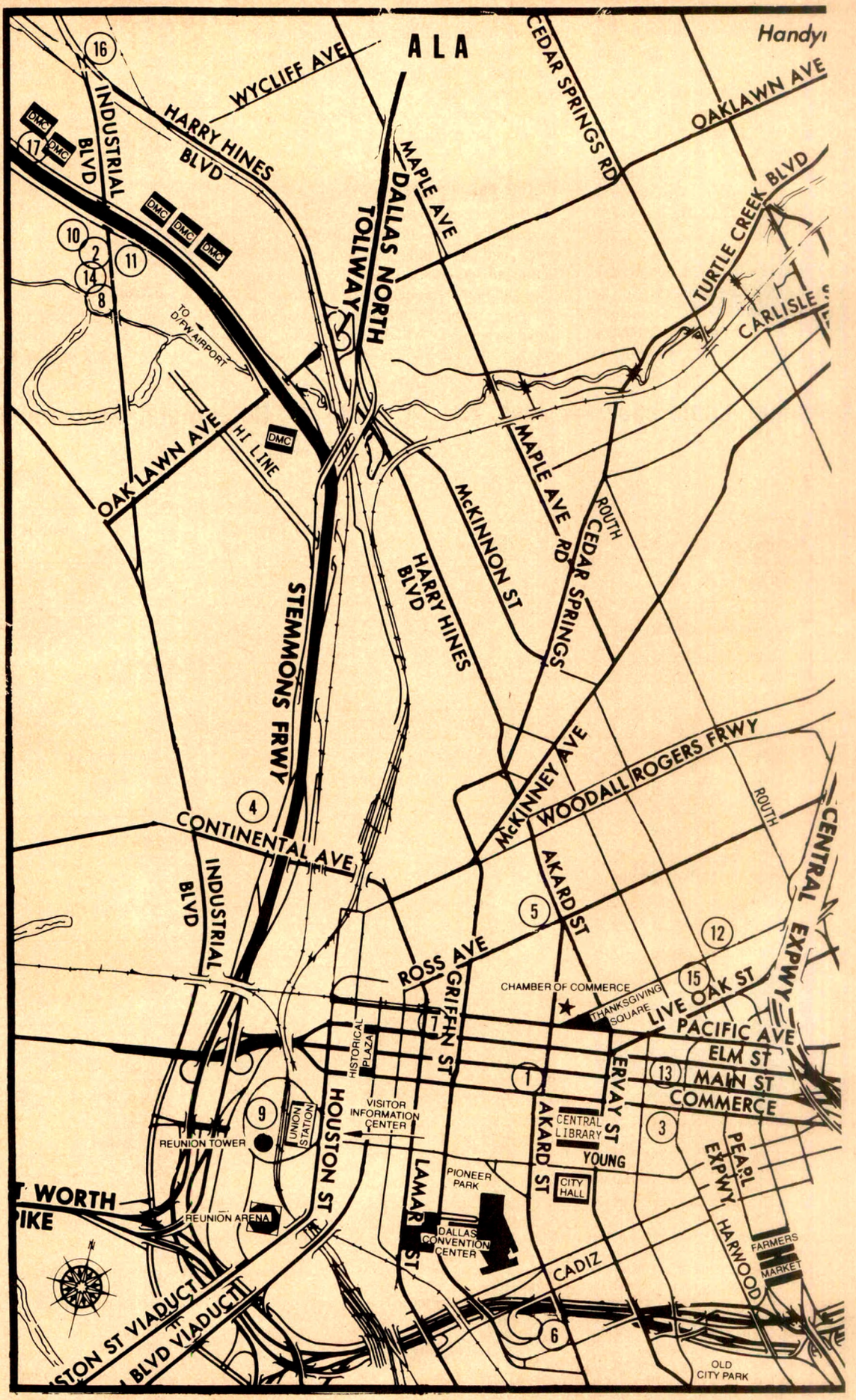
Note: The registration fee (in advance and at the conference) for ALA retired members is $38 for the week.

Exhibits

All exhibits, including table and "Futura" type displays, will be located in the Dallas Convention Center east and center exhibit halls.

After their official opening on Saturday, June 23, the exhibits will be open as follows: Saturday, June 23, 9 a.m.–4 p.m.; Sunday, June 24, and Monday, June 25, 9 a.m.–5 p.m.; Tuesday, June 26, the closing day, 9

(ALA Annual Conf. cont. on p. 54.)



Hotel/motel rates appear on page 54.

(Cont. from p. 52.)

a.m.–3 p.m. Registration for exhibitors will begin on Thursday, June 21, two days prior to the opening of the exhibits.

Full information and applications for exhibit space were mailed early in January. Exhibitors interested in taking part in the Dallas show who have not received the material by mid-January should write to the Exhibits Manager, ALA Conference Arrangements Office, 50 E. Huron Street, Chicago, IL 60611.

All exhibit visitors will be required to have a registration badge. Arrangements can be made for groups (library school students, teachers, etc.) to receive free exhibit badges in advance by writing, not later than June 1, to the ALA Exhibits Manager at ALA Headquarters in Chicago. Include a stamped, self-addressed envelope; be sure to affix an extra 20¢ stamp should the request be for 10 or more free badges.

Note: Free exhibit badges are not accepted for entry to meetings.

Shuttle bus service

A free shuttle bus service is planned for operation between *all* participating hotels/motels and the Dallas Convention Center. Shuttle bus service schedules showing pickup times and pickup points and destinations for each day of the conference week will be available later, as will information on bus arrangements for all-conference events.

Poster sessions

Poster sessions will be held during the Dallas meeting. An area in the Dallas exhibition hall will be provided where selected individuals can present their research findings and innovative programs for an assigned time block during the conference. Deadline for receipt of applications for poster session presentations is Jan. 30, 1984. Additional information is available from Ruth Person, Poster Session Committee, School of Library and Information Science, Catholic University of America, Washington, DC 20064.

T. V. Travel, Inc.

Fly with T. V. Travel (the official travel agency for ALA) to Dallas and maybe win a

(ALA Report cont. on p. 56.)

ALA Annual Conference — June 23–28, 1984 — Hotel/Motel Accommodations

(See page 53 for location map)

Key	Hotel/Motel	Single Occupancy	Double Occupancy (Double)	(Twin)	Suites P-1	P-2
1	Adolphus Hotel	$80	$95 (3rd person, $15)	$95	$250-375	$375-525
2	Best Western Market Center	$41	$49 (3rd person, $6)	$49	—	—
3	Dallas Hilton Hotel	$63	$79 (3rd person, $16)	$79	$180–275	$200–520
4	Dupont Plaza Hotel	$46	$52	$52	$128	$192
5	Fairmont Hotel	$80	$95	$95	$225 and up	$325 and up
6	Grenelefe Hotel (formerly Ramada Inn)	$63	$73	$73	$150	$325
7	Holiday Inn Downtown	$54	$64 (3rd person, $5)	$64	$154–164	$228
8	Holiday Inn Market Center	$50	$57	$57	—	—
9	**Hyatt Regency Hotel** (ALA Headquarters Hotel)	$70	$80 (3rd person, $20)	$80	$250 and up	$325 and up
10	Loews Anatole Hotel	$79	$89	$89	$250–350	$350–450
11	Marriott Hotel Market Center	$60	$68	$68	$85	—
12	Plaza of the Americas Hotel	$75	$95	$95	$135	$235
13	Plaza Hotel	$45	$55	$60	$75–115	$175–350
14	Quality Inn Market Center	$45	$52	$52	$65–85	$325
15	Sheraton Dallas Hotel	$68	$85 (3rd person, $15)	$85	$175 and up	$225 and up
16	Viscount Market Center	$52	$58	$58	$145	—
17	Wyndham Hotel	$65	$75 (3rd person, $10)	$75	$150 and up	$350 and up

Notes: 3rd person rate can be sharing bed or separate cot; cot not available in all properties; inquire directly
P-1 = parlor and 1 bedroom; P-2 = parlor and 2 bedrooms
Advance deposit is required at all properties; after receipt of *acknowledgement* from Housing Bureau, deposit check is to be forwarded directly to hotel
Swimming pools at all properties except 1, 3, 12, 13, 15
Parking available at most properties but not always on site; inquire directly re fees; properties 4, 7, 8, 10, 11, 14 especially suitable for drive-in attendance
Free parking (at this writing) at properties 2, 4, 6, 7, 8, 10, 11, 14, 16, 17
All properties are air conditioned
Most major credit cards acceptable to participating hotels at this writing
All hotel rates are subject to 8 percent Dallas tax
Shuttle bus service to and from the Convention Center will be available at all above properties
Unless otherwise indicated, no 3rd-person rate is available

ALA Conference — Dallas — June 23–28, 1984

Hotel/Motel Room Reservation Form

TO: ALA Housing Bureau
1507 Pacific Avenue
Dallas, TX 75201

(Please print or type)

Hotel Choices:

☐ Must be Suitable for handicapped

1st _____
2nd _____
3rd _____
4th _____
5th _____
6th _____

Please reserve the following accommodations:

☐ Single (1 person, 1 bed) $ _____
☐ Double (2 persons, 1 bed) $ _____
☐ Twin (2 persons, 2 beds) $ _____
☐ Parlor and 1 bedroom $ _____
☐ Parlor and 2 bedrooms $ _____

If none of my choices is available, in accepting another assignment I am more concerned with
☐ location ☐ rate

Arrival date/hour _____ (am or pm) Departure date/hour _____ (am or pm)

Occupants: Names/addresses (bracket those sharing a room)

_____
_____
_____
_____

Confirm to: Name _____ Library/Company _____
Address _____ City _____ State _____ ZIP _____ Business phone (AC) _____

Cut out or photoduplicate above form and mail in stamped envelope to ALA Housing Bureau in Dallas

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Dormitory Housing — Texas Woman's University

MAIL TO: Mona Jones, Conference Coordinator
Texas Woman's University
P.O. Box 22305
Denton, TX 76204

I (we) request accommodations as specified:

Single Occupancy — $15 per night (linens furnished) (per person) ☐ female ☐ male

Double Occupancy — $10 per night (linens furnished) (per person) ☐ female ☐ male

Occupant (one) _____
(last name) (first)

Address _____

City _____ State _____ Zip _____

Business phone (AC) _____

Arrival date/hour _____ (am or pm)

Departure date/hour _____ (am or pm)

I will _____ will not _____ eat breakfast on campus.

I will _____ will not _____ use shuttle bus service (at a reasonable charge) to Dallas in the morning, and back to Denton in the evening.

Signature _____

Date _____

Occupant (two) _____
(last name) (first)

Address _____

City _____ State _____ Zip _____

Business phone (AC) _____

Arrival date/hour _____ (am or pm)

Departure date/hour _____ (am or pm)

I will _____ will not _____ eat breakfast on campus.

I will _____ will not _____ use shuttle bus service (at a reasonable charge) to Dallas in the morning, and back to Denton in the evening.

Signature _____

Date _____

NOTES: Dormitory rooms are located in Jones Hall, a 3-story building; building is coeducational but men and women are housed in separate wings; community bathroom/showers located on each floor; free parking available; cafeteria breakfast (not included in room rate) available 6:45-8:30 a.m.; total payment for each occupant required upon check-in; deadline for receipt of housing application is June 1; rooms in Jones Hall not suitable for handicapped; no reservation confirmations will be sent; only those whose requests cannot be accommodated will be notified.

Cut out or photoduplicate above form and mail in stamped envelope to Texas Woman's University in Denton

(ALA Report cont. from p. 54)

trip to Hawaii for two! The first 500 ALA conference attendees to book their American Airlines transportation through T. V. Travel will automatically be entered into a drawing for two roundtrip tickets to Hawaii. The winning name will be drawn by an ALA representative at the June conference in Dallas. In addition, all ALA conference attendees and families who purchase their tickets through T. V. Travel will receive $150,000 free flight insurance.

Discounts to Dallas. T. V. Travel is offering special negotiated discounts on American Airlines and Delta Airlines, plus the very lowest fares on alternate carriers. Attendees must book and purchase their tickets by May 4, 1984 to qualify for the discounts. Some sample discounts at this writing: New York–Dallas—coach $648, excursion $419, T.V. Travel $278; Chicago–Dallas—coach $496, excursion $349, T.V. Travel $298; Seattle–Dallas—coach $738, excursion $489, T.V. Travel $270.

For information and reservations, call Monday through Friday, CDT: In Illinois—(312) 943-7860 from 8:30 a.m. to 5 p.m.; T.V. Travel tollfree—(800) 543-9089 from 7 a.m. to 10 p.m. Mention the ALA special code name: ALADFW.

Library school reunions

Breakfast, luncheon, cocktail party/dinner time slots are available for library school reunions on Tuesday, June 26. Requests for ALA-contracted space are to be sent to the ALA Conference Arrangements Office.

Those who wish to participate in the Cooperative Library School Alumni Reunion cocktail party on Sunday, June 24, are also requested to make this known to the Conference Arrangements Office in Chicago.

Other events

ALA Council meetings: Sunday, June 24, 3–5:30 p.m.; Tuesday, June 26, 2–5:30 p.m.; Wednesday, June 27, 2–4 p.m. The Council meeting with the Executive Board is scheduled on Sunday, June 24, 2–3 p.m.

ALA Membership meetings: Monday, June 25, 8–10 p.m.; Wednesday, June 27, 9 a.m.–12:30 p.m.

ALA Executive Board meetings: Saturday, June 23, 11 a.m.–12:30 p.m.; Monday, June 25, 9–11 a.m.; Tuesday, June 26, 9–11 a.m.; Thursday, June 28, 9 a.m.–12:30 p.m. The Thursday session is the first formal meeting of the 1984–1985 Executive Board.

The *Program Evaluation and Support Committee* (COPES) evaluates the program of the Association and submits a recommended budget to the Executive Board for action. It is assisted by the members of the *Planning and Budget Assembly*. The COPES/PBA meeting is scheduled on Friday, June 22, 2–4 p.m.

The first meeting of the 1985 *Chicago Conference Program Committee* will be held on Sunday, June 24, 8–10 p.m.

ALA Opening General Session. The Opening General Session will be held on Saturday, June 23, 4–6 p.m. in the Arena of the Dallas Convention Center.

All-Conference Reception. The All-Conference Reception will take place immediately following the close of the Opening General Session on Saturday, June 23. It will be held in the new Dallas Public Library and outside on the Municipal Plaza.

ALA Inaugural Banquet. The Inaugural Banquet will be held on Wednesday, June 27, at 7 p.m., with cocktails beginning at 6 p.m.

President's Dance. The President's Dance is scheduled on Sunday, June 24, 9:30 p.m.–12 midnight, and is planned to be held in the Hyatt Regency Reunion Ballroom. Details will be announced in a later issue of *AL*.

President's Program. The President's Program (at this writing) is tentatively scheduled for Sunday, June 24, 9:30 a.m.–12:30 p.m., in the Hyatt Regency Reunion Ballroom. Program details will be announced in a later issue of *AL*.

The Dallas conference week's activities will include program and business meetings of divisions, sections, committees, round tables, and other groups. Major preconference and conference program information will be published in the preliminary program booklet to be mailed to ALA members at the end of March. Program highlights will also appear in forthcoming issues of *AL*.

Child care

ALA will reimburse to any *registered* parent the charges expended on child care for each day of the Dallas conference, June 23–28. This covers only child care in the parent's hotel room or other residence in the conference city and does not include charges for children's food or transportation, or transportation or gratuity for the sitter or service. Parents may contact their hotel child care center/baby sitting service where it is available, or select one from the classified telephone directory.

Reimbursement forms, which will be available at the ALA registration desk, must be signed by the individual performing the child care services and presented by the parent to the registration desk before noon on Wednesday, June 27.

—*Conference Arrangements Office* □

"Books for Everychild" now on *Booklist* bookmarks

In the Sept. 1 *Booklist,* editors Betsy Hearne and Barbara Elleman published two annotated lists of "Books for Everychild" selected for exceptional literary merit and lasting appeal. Now the separate lists of 50 picture books and 50 contemporary fiction classics, including title, author, publisher, and recommended age level, have been repackaged as colorful bookmarks.

The books, all published since 1950, were selected for the Children's Book Council Everychild Conference. Reflecting a wide range of interests, the lists serve as concise references for parents, teachers, and librarians to stimulate reading.

One free copy of each bookmark and of the annotated list are now available from *Booklist* for a 37-cent-stamped, self-addressed business envelope. Multiple copies may be ordered prepaid at $5 for 100 copies, $9 for 200, or $22 for 500. Please specify quantity of Picture Book Classics or Contemporary Fiction bookmarks requested and make check payable to *Booklist*. Order from *Booklist,* Everychild Bookmarks, ALA, 50 E. Huron St., Chicago, IL 60611.

Ruth Frame to retire

Ruth Frame, deputy director of the American Library Association since 1973, plans to retire Jan. 31, Executive Director Robert Wedgeworth has announced.

From 1967 until 1973, she served as executive secretary of the Library Administration Division, now the Library Administration and Management Association. For three years before 1967 she had been assistant state librarian in Michigan.

Frame, who was born in Oklahoma, will continue to live in Chicago.

New appointments

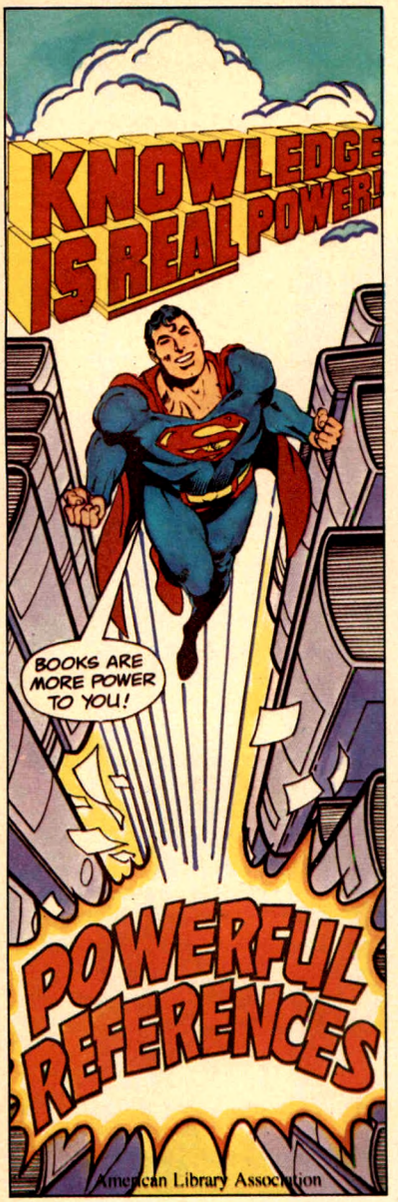
Sandy Lieb, a former assistant professor of English at the University of Illinois/Chicago, has been appointed public information officer. Lieb holds an M.A. and a Ph.D. in modern American literature from Stanford University and is the author of *Mother of the Blues: A Study of Ma Rainey,* published by the Univ. of Massachusetts Press (1981).

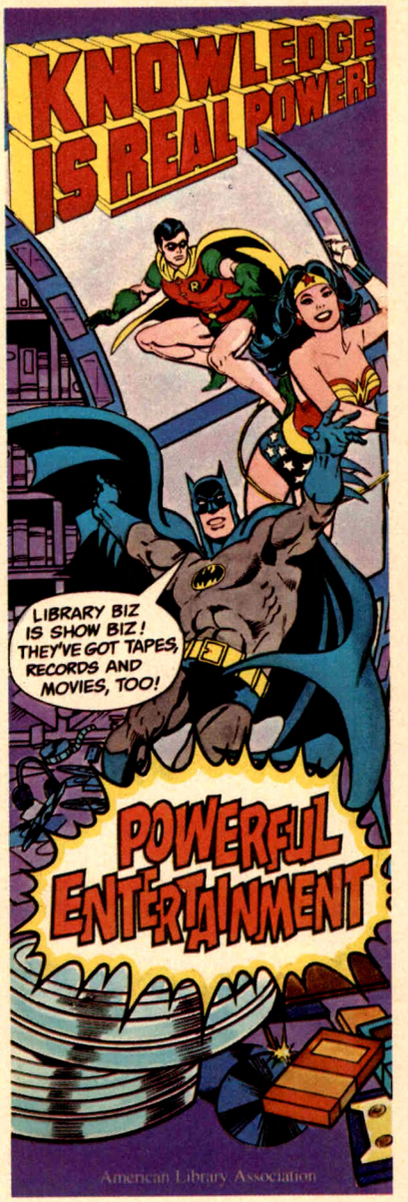
Helen M. MacLam began work as *Choice* assistant editor for social sciences Oct. 17. MacLam had been responsible for selection in several social science fields as collection development librarian at Dartmouth College for the past 16 years. She has served as vice president of the National Association for Interdisciplinary Ethnic Studies and as associate editor for its publications. Her MALS is from the University of Michigan.

Public Information Office to develop PBS materials

The ALA Public Information Office has received a $44,000 contract from WNET/13, the Public Broadcasting Service television station in New York City, to develop materials in connection with the 10-part series "Heritage: Civilization and the Jews." The series will be aired next fall.

Former Israeli Foreign Minister Abba Eban is chief consultant, host, and commentator for the series, which was filmed in more than 18 countries on four continents. The series deals with more than 5,000 years of Jewish history.





National Library Week April 8–14

Superhero banners, bookmarks, and posters deliver the ALA National Library Week message "Knowledge is *Real* Power" in 1984.

On this year's READ poster, Snoopy, the lovable beagle philosopher, is shown clutching a book, and an 18½-inch stuffed Snoopy wearing a red "I love my library" T-shirt is also available.

Promotional materials created by the ALA Public Information Office are described in the 14-page, four-color graphics catalog mailed to previous purchasers and organization members in late November. The free catalog and the $3 *1984 Power Tools Publicity Book* provide six separate campaigns to promote libraries during National Library Week and all year.

For a free copy of the catalog, send a mailing label to Power Tools, ALA, 50 East Huron St., Chicago, IL 60611 (312-944-6780, x246).

To extend the impact of the series, the National Endowment for the Humanities and the Revson Foundation have funded the library project and many other educational and outreach programs. Working with ALA divisions, the Public Information Office will develop materials for discussion groups, displays, and public library programs. The information will be distributed through inserts in *AL* and *Booklist* beginning next summer. Promotional materials will be mailed to more than 6,000 libraries.

Your input requested

● To compile a *Guide to U.S. Map Resources*, the Map & Geography Round Table is surveying academic, geoscience, historical, private, public, state, and federal map collections. A questionnaire will be mailed early this year to thousands of libraries. Address inquiries to David A. Cobb, Map & Geography Library, University of Illinois Library, 1408 W. Gregory Dr., Urbana, IL 61801 (217-333-0827).

● The Library Administration and Management Association (LAMA) seeks cosponsors for two-day institutes on online catalogs to be presented throughout the country beginning in 1984. The institute is being designed by Joseph R. Matthews of J. Matthews and Associates and Charles Hildreth of OCLC, Inc., to inform trustees and library administrators considering online catalogs.

"Management of the Online Catalogue" is the second LAMA regional institute available to cosponsors. For more information contact Roger H. Parent, Executive Director, LAMA, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780).

● The G.P. Putnam Publishing Group again offers four grants of $400 each to help children's librarians attend their first ALA Annual Conference this year. Members of the Association for Library Service to Children who have from one to 10 years' experience as a children's librarian in school or public libraries and have never attended Annual Conference are urged to apply. For applications write ALSC at Headquarters. The deadline for completed applications is March 1.

● The Publishing Committee seeks applications for two grant programs. ALA units are eligible for the Carnegie Reading List Awards and individuals may apply for the Carnegie-Whitney Awards for the preparation of bibliographic aids for research. Applications for both awards should designate the program applied for and contain: a description of the project and its intended audience, a statement of purpose, work plan, completion date, budget, and publication plans. Proposals should be submitted by Feb. 28 to the Chair, ALA Publishing Committee, 50 E. Huron St., Chicago, IL 60611.

ALSC and PLA to sponsor program on toddlers & parents

The ALA Annual Conference in Dallas will feature a "Toddlers and Parents in the Library" program cosponsored by the Association for Library Services to Children Preschool Services and Parent Education Committee and the Public Library Association Alternative Education Programs Section Parent Education Committee.

The committees have engaged Jim Trelease, author of the *Read-Aloud Handbook*, to keynote the program. Librarians are invited to demonstrate their services for toddlers.

Librarians interested in sharing their services should request an application form immediately from Frances A. Smardo, Early Childhood Services, Dallas Public Library, 1515 Young Street, Dallas, TX 75201. The information is needed before the Midwinter Meeting. *(Continued on p. 58.)*

Last chance for library stamp

The U.S. Postal Service withdrew the "Libraries of America" commemorative stamp from sale Dec. 30, but library advocates who want to preserve a copy may still order first covers from ALA.

The official ALA cover carries the cancelled America's Libraries stamp, a Philadelphia postmark dated July 13, 1982, and an engraved cachet of Benjamin Franklin. It costs $2. The identical cover autographed by Past President Betty Stone and Executive Director Robert Wedgeworth is $3. Inside both envelopes is a brief history of ALA. To order either, send a check or money order for the full amount plus 50 cents for handling to First Day Cover, ALA, 50 E. Huron St., Chicago, IL 60611.

The ALA Washington Office offers a similar cover bearing the cancelled stamp, the Philadelphia postmark, and aliberty bell with the legend "Libraries—Ring Out for Information Access." A card inside provides tips on dealing with legislators. The minimum order is two for $5, with a self-addressed stamped envelope; add 50 cents for orders over $10. Proceeds help pay expenses of ALA witnesses to testify in Congress. Order from the ALA Washington Office, 110 Maryland Ave. N.E., Box 54, Washington, DC 20002.

Beware of word "Olympic," ALA counsel warns librarians

The terms "Olympic, "Olympiad," and "Citius Altius Fortius," the five interlocking rings, the Olympic shield, and the Olympic torch are all federally registered trademarks and should not be used for promotion without permission from the U.S. Olympic Committee, says Mary Hutchings Reed, ALA legal counsel.

ALA asked Reed to prepare some guidelines for librarians after the Olympic Committee advised the Los Angeles County Library not to plan summer reading programs on the Olympic theme. The committee charges manufacturing firms an initial $25,000 fee plus 10 percent of all licensed product sales and aggressively pursues unauthorized users.

Librarians should not make the mistake of assuming that they can use the word or the symbols for nonprofit, educational, or charitable purposes, Reed advises. Last spring the Olympic Committee filed suit against the March of Dimes Birth Defects Foundation for promoting its fund-raising "Reading Olympics" project. Whatever the outcome of the suit, it is evident that the Olympic Committee intends to enforce its exclusive rights.

Reed recommends:

DO use indirect references to the Olympics when promoting the library. References to the "summer games" or "our athletes" are acceptable. Nonpromotional uses are permitted: you may tell patrons to read about the Olympics at the library or say that the history of the Olympics can be found at the library. "Olympic Books" may be used as the title of display.

DON'T use Olympic terms or symbols for promotion or commercial purposes. Do not invite people to visit the Olympic library or join an Olympic readathon there. Don't promote an Olympic week.

The 1984 ALA poster featuring a stylized runner and the slogan "Keep Going, Keep Growing—Use Your Library" carefully avoids duplication of Olympic symbols. Reed suggests libraries do likewise.

Charles Martell, Jr., to edit *College & Research Libraries*

Charles Martell, Jr., associate university librarian for public services at California State University/Sacramento will become editor of the Association of College and Research Libraries bimonthly *College & Research Libraries* with the July issue.

Author of *The Client-Centered Academic Library: An Organizational Model* (Greenwood Press, 1983) and many articles on library management, Martell holds an MLS from Syracuse University and a doctorate from the University of California/Berkeley. Before moving to Sacramento last May he served as acquisitions librarian at the University of Illinois/Chicago.

For the next seven months, Martell will work in an interim capacity with the retiring *C&RL* editor, C. James Schmidt.

OLPR and SCOLE list info on continuing ed courses

To answer questions on continuing education activities and resources in 1984, the Office for Library Personnel Resources and the Standing Committee on Library Education have prepared a new brochure, "ALA Is Continuing Education."

The 8-page pamphlet lists institutes and workshops within and outside ALA Annual Conference. It also cites publications on the subject such as speaker's kits, course syllabi, and grants.

For a single copy of the brochure, send a self-addressed, stamped envelope to OLPR/ALA, 50 E. Huron St., Chicago, IL 60611. Library groups wishing to distribute multiple copies should contact the OLPR office.

ALA Handbook distribution. The *ALA Handbook of Organization 1983–84* will be mailed (without request) to all personal members who hold an office or an appointment in ALA and its units.

The *ALA Handbook of Organization and Membership Directory 1983–84* will be mailed (without request) in November 1983 to all organization members.

If you are an ALA personal member who holds no office or appointment and you wish a copy of the 1983–84 handbook, send a note of request for your free copy (include your membership number) to Elaine Wingate, Executive Office, ALA, 50 E. Huron, Chicago IL 60611.

Hot off the presses

The following new publications may be purchased prepaid from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. For details, write Robert Hershman.

American Library Laws, 5th ed., by Alex Ladenson. 2,010 pages, $110 (0-8389-0400-9, 83-21543).

Automated Circulation: An Examination of Choices, edited by Joseph R. Matthews and Kevin E. Hegarty. 140 pages. $15 (0-8389-0402-5, 83-22441).

The Mississippi Delta by Cora Matheny Dorsett (Reading for Young People series). 150 pages, $15 (0-8389-0395-9, 83-14375).

Unit offerings from 50 E. Huron

Administering Staff Cutbacks: Planning and Implementing a Reduction in Force, Office for Library Personnel Resources TIP Kit No. 5. $10 from OLPR.

ALA Standards Manual, Committee on Standards, 1983. 24 pages, free from the ALA Executive Office.

Library and Information Careers in the 1980s, Office for Library Personnel Resources. 4 pages, 50 cents for single copies, multiple-copy rates available from OLPR.

Microcomputers and Library Services to Children and Young Adults, Part I and Part II, edited by Marilyn Kaye, reprint from *Top of the News*, Spring 1983. 2 vols. unpaged, $5 each from the Young Adult Services Division.

On Death and Dying: A Booklist from the Young Adult Services Division. 4 pages, 50 cents from YASD. □

Save our symbol

A Federal Highway Administration advisory committee has rejected the ALA library symbol as a national road sign to be included in the *Manual on Uniform Traffic Control Devices*. The committee found the blue-and-white symbol confusing, ambiguous, and not intuitively obvious. Instead, it recommends the adoption of a sign using the word "library" in white letters on a green background.

The highway administration was expected to publish the recommendation in the *Federal Register* for comment late in December. To respond effectively, ALA needs photographs and other examples of the symbol being used on directional signs. Send materials and comments to Peggy Barber, Public Information Office, American Library Association, 50 E. Huron, Chicago, IL 60611.

the source

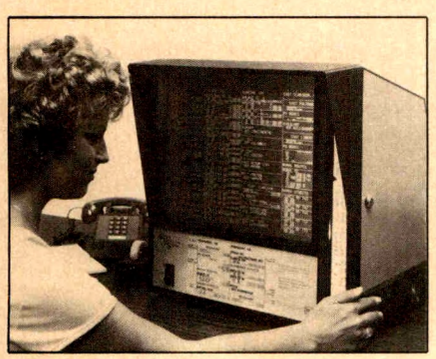
SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

resources

World Dictionaries in Print 1983 lists over 13,600 dictionaries and wordbooks in 238 languages from approximately 100 countries. The scope includes general language dictionaries; slang, pronunciation, and other special-purpose dictionaries; translating dictionaries in two or more languages; and subject dictionaries covering the specialized vocabulary of such fields as business, science, medicine, and law. The entries and arrangement duplicate those of *Books in Print*, with subject, title, and author listings, plus a language index and a list of publishers. 579 p., $99.50 from R.R. Bowker Co., POB 1807, Ann Arbor, MI 48106 (0-8352-1615-2).

Bibliophile file. The *International Book Collectors Directory* lists nearly 2,000 book collectors and over 1,700 booksellers worldwide, indexed by subject interest. The 544-page sourcebook also contains a directory of organizations and publications for collectors, a bibliography of books on collecting, a listing of 2,320 authors' pseudonyms, lists of collecting terms and abbreviations, and many other features. $35 cloth, $25 paper, with multiple-copy discounts available, from Pegasus Press, POB 1350, Vashon Island, WA 98070 (83-72310, 0-943268-06-0 cloth, 0-943268-05-2 paper).



ZIP + 4 on COM. The Address Verification System contains the U.S Postal Service's 21-million-address ZIP + 4 file on computer-output microfilm. The system allows users to individually identify businesses, farms, and professionals, which receive their own nine-digit codes. Subscriptions include four quarterly updates and a COM reader for $1,895. Information Design, Inc., 1300 Charleston Rd., Mountain View, CA 94043-1397.

Photography biographies. The lives and works of 2,000 leading photographers, photohistorians, curators, critics, and other figures are covered in the *Macmillan Biographical Encyclopedia of Photographic Artists and Innovators*, by Turner Browne and Elaine Partnow. The 722-page volume also features an insert of 144 black-and-white and color photographs, including this untitled New York City scene taken around the turn of the century by Alfred Stieglitz. $45 from Macmillan Publishing Co., 866 3rd Ave., New York, NY 10022 (82-4664, 0-02-517500-9).

Career planning. *Time Well Spent: Career Planning Research* is a 12-page booklet showing how to use the library to investigate career options. The guide suggests subject headings to search, as well as books on vocational guidance, indexes, directories, and other resources. $3 from Informed, POB 4028, Irvine, CA 92716-4028.

Cancer Update is a new monthly newsletter produced by physicians and researchers offering the general public current information on advances in the prevention and treatment of cancer. The articles will translate reports from leading medical and scientific journals into everyday language. One-year subscriptions are $27.50 from Cancer Update, POB 55007, Sherman Oaks, CA 91413.

Nuclear freeze resources. A resolution urging libraries to make information available on the nuclear arms race and the nuclear freeze movement was passed at the 1983 ALA Annual Conference. To fulfill this recommendation, a variety of freeze resources—brochures, information sheets, posters, organizing tools, and other items—are available from the National Nuclear Weapons Freeze Campaign Clearinghouse. For a list of the materials send 10¢ to the clearinghouse at 4144 Lindell Ave., Suite 404, St. Louis, MO 63108.

school media

School media annual launched. An annual publication covering major events and trends in the school library field is premiering this year. The 1983 *School Library Media Annual*, edited by Shirley L. Aaron and Pat R. Scales, features sections on intellectual freedom (including an analysis of the Island Trees case), federal and state legislation, professional associations, conference programs, notable materials, collection development, research studies, microcomputers, networking, and many other areas. 451 p., $35 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (ISBN 0-87287-353-6, ISSN 0739-7712).

Microcomputer "mini-cases" wanted. A researcher at Idaho State University is asking school media specialists to send him "mini-cases" showing ways they have used microcomputers to support instructional programs or administrative operations of the media center. The examples should be from two to six pages and include the objectives of the microcomputer function, a description of the application, and information on the software and hardware used. The collection of "mini-cases" will be shared with those participating in the survey. Send examples to George Sheppard, College of Education, Idaho State University, Pocatello, ID 83209.

U.S. is now land of *Free*. *Free! The Newsletter of Free Materials and Services*, previously available only in a Canadian edition, has launched an edition for American readers. Each issue will describe 50 to 60 free books, posters, magazines, and other materials of interest to librarians and teachers, all evaluated by professionals prior to inclusion. Five-issue subscriptions to the newsletter are $15 prepaid or $18 billed from Dyad Services, Dept. 284, POB C34069, Seattle, WA 98124-1069.

"Book Bingo," "Fairy Tale Telegram," "Decode the Title," and "Living Call Numbers" are among the games suggested in *Back to Books: 200 Library Activities to Encourage Reading*, by Karen K. Marshall. The handbook also describes exhibits, contests, bulletin boards, and other motivational

The Source

techniques. 138 p., paper, $12.95 from McFarland & Co., POB 611, Jefferson, NC 28640 (83-42903, 0-89950-092-7).

Study shows librarians' influence. A recent study of 11 Phoenix-area elementary school libraries conducted by the University of Arizona library science department demonstrates that school librarians can increase students' use of the library. Approximately 300 students were assigned to either an experimental or control group, with the experimental students getting a weekly 30-minute program of library activities, reading suggestions, or guest speakers. After 20 weeks the group showed a 101-percent increase in classroom-related use of the library and a 103-percent jump in recreational use.

The program had a beneficial effect on the librarians as well: Interviews indicated the improvement in students' attitudes toward the library boosted librarians' enthusiasm in their work and motivated them to provide new services and materials. The librarians also felt that the experimental program made them an integral part of the educational process, rather than an ancillary resource. For details on the study contact Isabel Schon, Arizona State University, College of Education, Dept. of Educational Technology and Library Science, Tempe, AZ 85287.

The Best Science Books *for Children,* edited by Kathryn Wolff, Joellen Fritsche, and others, lists and annotates over 1,200 selected titles. The annotations are based on longer, signed reviews that originally appeared in *Science Books and Films,* the review journal of the American Association for the Advancement of Science. Entries are arranged by general Dewey category, then alphabetically by author within each category. The 292-page volume includes subject/title and author indexes. $15.95 from AAAS, 10th floor, 1101 Vermont Ave., N.W., Washington, DC 20005 (83-8797, 0-87168-307-5).

special services

Donation to develop disability database. The National Office on Disability (NOD) has been awarded a $100,000 grant from CBS Inc. to establish an online I&R database on disability and related issues. NOD initially received two-thirds of the funds outright, with the remaining third pledged for this year, contingent on the group raising a matching amount elsewhere.

NOD is a private nonprofit organization devoted to promoting opportunities for the disabled. Accepting the grant, NOD President Alan A. Reich said, "Easy access to accurate information is the first requirement in enabling disabled persons to become full participants in all aspects of life. We are greatly pleased that CBS Inc. has taken this major initiative in behalf of this process." NOD's address is 1575 Eye St., N.W., Washington, DC 20005.

Cultural minorities. "Information Services to Cultural Minorities" is the theme of the November 1983 issue of *Catholic Library World.* Articles deal with library school recruitment of Spanish-speaking librarians, selecting children's books to meet multicultural needs, and developing Hispanic collections. Single copies are $3 from the Catholic Library Association, 461 W. Lancaster Ave., Haverford, PA 19041.

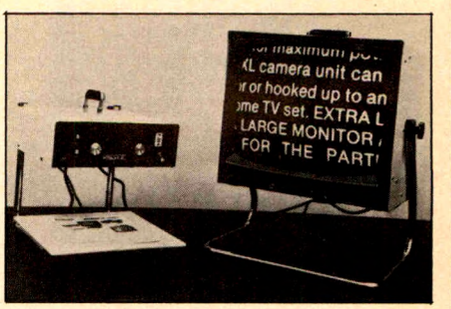
Gray and Growing describes 23 film and slide/tape programs for older adults. The programs cover educational topics such as crime prevention, health, and sexuality, as well as nostalgic reminiscences of train rides, county fairs, and the Depression era. The 150-page paperbound manual also lists distributors for the films and suggests other sources of materials for the aging. $10 from the Baltimore County Public Library, 320 York Rd., Towson, MD 21204.

Services to the handicapped. *Library and Information Services for Handicapped Individuals,* by Kieth C. Wright and Judith F. Davis, describes major types of disabilities, offers ideas for services and programs, and lists sources of further information. The new second edition reflects recent cutbacks in government funding and court reinterpretations of the legal rights of the handicapped, and adds chapters on speech-impaired individuals and library staff development to the 1979 first edition. 184 p., $20 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (83-13560, 0-87287-391-9).

NCLIS report on cultural minorities. The National Commission on Libraries and Information Science has issued the report of its Task Force on Library and Information Service to Cultural Minorities (the hearings leading up to the report were reviewed in *AL,* April, p. 206). The findings and 42 recommendations of the independent task force are grouped under the headings of library and information needs, library personnel, services and programs, materials and resources, and financing library programs for minorities. Single copies of the 106-page paperbound report are free from NCLIS, GSA Regional Office Bldg. #3, 7th and D Sts., S.W., Washington, DC 20024. Multiple copies are available from the Government Printing Office (83-17407, GPO stock no. 052-003-00927-7).

Chicano database planned. The California Spanish Language Data Base, a nonprofit group formed to meet the information needs of Hispanics, and the UCLA Chicano Studies Research Center have joined forces to develop a joint database. The proposed bibliographic database will include items dealing with Chicano education, folklore, labor and immigration, Chicanas, and U.S.-Mexico relations. The project also plans to compile a pilot online statistical database of information on Hispanics and to investigate the development of a nationwide, multi-institutional Chicano database consortium. For more information contact Juan Gómez-Quiñones, Director, Chicano Studies Research Center, University of California at Los Angeles, 405 Hilgard Ave., Los Angeles, CA 90024.

Visualtek manufactures a variety of electronic reading and writing aids for the visually impaired. The firm's line includes a Microviewer that enlarges microfiche up to 600 times, large enough for most partially sighted people to read easily. For more information write Visualtek, 1610 26th St., Santa Monica, CA 90404.



The Voyager XL from Visualtek features an extra-large monitor and up to 60x magnification.

Grant for service to "handicapped and needy." Britain's Ulverscroft Foundation will award its second Frederick A. Thorpe Travelling Fellowship in 1984. The award, named for a pioneer in the development of large-print books, is given in alternate years and may be up to £2,000.

The fellowship gives librarians and those in related fields the opportunity to expand their knowledge and commitment by—as the application states—"undertaking an approved piece of work, study, demonstration, innovation, research, or experiment in the supply of books and other reading material, or information and other media, to handicapped and needy people." The award normally supports activities likely to result in improvements in services, but work on advanced degrees or additional funding for projects already supported by other bodies will also be considered.

The first award was made in 1982 to Allan M.

Kleiman, chief of Services to the Aging/SAGE at the Brooklyn Public Library, who is investigating library services for older adults in the U.S., Canada, and the U.K.

Applications, which should be submitted by March 31, 1984, are available from the Ulverscroft Foundation, The Green, Bradgate Rd., Anstey, Leicestershire LE7 7FU, England.

tech services

East Asian materials now online. Some Research Libraries Group members now have online access in the vernacular to Chinese, Japanese, and Korean (CJK) materials, and OCLC is developing a CJK library support package.

RLG members that have collections in East Asian languages can enter records into RLIN, RLG's database, in the vernacular using a special, 179-key terminal and an online dictionary of 15,600 pictographic characters from the three languages. A modified printer provides hard copy in the vernacular.

Libraries having the special terminals can search in the vernacular for all East Asian materials in the database. RLG libraries with other terminals can display romanized portions of the records, such as collation and some subject headings. Six RLG members, the Library of Congress, and the Los Angeles County Public Library have CJK terminals; six more members and two associate members will get them this year.

OCLC and Asiagraphics, Mt. Sinai, N.Y., are negotiating for CJK support using transliterated Asian language records in the OCLC database. Users would retrieve transliterated records, but the records would be displayed on a VDT or printed on a dot matrix printer in Asian characters. Libraries will need no special keyboards, terminals, or printers to create vernacular records because Asiagraphics software would perform the necessary modification. Asiagraphics has already developed a CJK word processor that OCLC will market with the software.

The Online Catalog: *Improving Public Access to Library Materials* by Emily Gallup Fayen, director of library automation at Dartmouth College, is a basic text that describes how to determine the need for an online catalog, select a catalog, and evaluate it. The book also covers other necessities, such as creating the database, installing hardware and software, vendor contracts, and cost analysis, and includes a chapter on integrated systems.

Information from the Online Patron Access Project sponsored by the Council on Library Resources, which surveyed online catalog use in 29 libraries, is included in the chapter on evaluation.

Several appendices comprise a selected list of online public catalog installations, a list of vendors, case studies, and user questionnaires from the CLR project. Also includes glossary and bibliography.

148 p., $34.50 cloth, $27.50 paper, from Knowledge Industry Publications, 701 Westchester Ave., White Plains, N.Y. 10604 (83-12009, 0-86729-054-6 cloth, 0-86729-053-4 paper).

Smithsonian chooses Geac. The Smithsonian Institution has chosen the Geac Library Information System for automation of its 15 branch libraries located in the Washington, D.C., area, New York City, Cambridge, Mass., Arizona, and Panama. The three-year, $1.4-million project, to begin in April, will provide an online catalog, online circulation, acquisitions, and serials control, and a MARC record management system.

The Smithsonian collections include approximately 900,000 bound volumes, 250,000 microforms, 100,000 maps, and 2,000,000 slides and pictures. Among the libraries being automated are those at the National Museums of American History, Natural History, and American Art, and the National Air and Space Museum.

Evaluating online systems. A new series of guides from James E. Rush Associates, Inc., is designed to help libraries evaluate online systems that support library applications.

Eight volumes are now available covering serials control, circulation, public services, acquisitions, management, interlibrary loan, cataloging, and integrated systems.

Each volume contains a list of functions and features necessary for an application; an application description; methodology for evaluation; data element checklist keyed to MARC if applicable; data element definitions; inventory of available systems supporting the application; and bibliography and index.

$59.50 prepaid for each volume, $395 for the set from Publications Dept., James E. Rush Assoc., Inc., 2223 Carriage Rd., Powell, OH 43065.

reference

Documents reference study. *Improving the Quality of Reference Service for Government Publications* is a monograph based on a study of the quality of reference service at academic depository libraries conducted by Charles R. McClure and Peter Hernon. Library staff members were given 20 typical documents-related questions; the accuracy of the responses, the willingness to refer questions to other staff members, and the nature of the reference interview were recorded.

Findings show that the general public will have difficulty in gaining access to some depository collections, and that staff members answered a low number of test questions correctly and seldom referred questions. Users are more likely to receive a correct response to a telephone request than an in-person request, and the length of the search process does not indicate the likelihood of a correct answer. 270 p., $35 from ALA Publishing Services, 50 E. Huron St., Chicago, Il 60611 (83-3754, 0-8389-0388-6).

Guide to government information. *Locating United States Government Information: A Guide to Sources,* by Edward Herman, is a guide to finding information in federal documents. The 250-page volume covers general indexes such as the *Monthly Catalog* and *Publications Reference File,* Congressional publications and their indexes, statistical publications, technical reports, maps, audiovisual materials, and the use of the Freedom of Information and Privacy Acts. A 16-page tabular guide enables users to quickly compare major reference sources. $27.50 cloth, $20 paper from William S. Hein & Co., 1285 Main St., Buffalo, NY 14209 (82-83991, 0-89941-182-7 cloth, 0-89941-245-9 paper).

Recommended Reference Books *for Small and Medium-Sized Libraries and Media Centers 1983* reviews 506 titles selected by editor Bohdan S. Wynar from the 1983 edition of *American Reference Books Annual*. The critical reviews indicate whether the book is recommended for public, small college, or school libraries and give citations to other published reviews. The 296-page volume is divided into 42 subject areas and includes author/title and subject indexes. $23.50 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (0-87287-382-X).

video

Library's TV series wins Governor's Award. "Creative Crafts," Oklahoma's longest-running television series, received a "Special Recognition" award at the state's eighth annual Governor's Arts Award ceremony last fall. The program, now in its 33rd year, is jointly produced by the Oklahoma County Metropolitan Library System's Community Workshop and KTVY-TV in Oklahoma City.

Governor George Nigh honored "Creative Crafts" for "its splendid contribution to the cultural development of Oklahoma." The series depicts the studio techniques of award-winning artists from around the country.

Library Director Lee B. Brawner praised KTVY's role in the library's efforts. "To our knowledge, no other single television station in the nation has been as involved with its local library as has been KTVY," said Brawner, calling the station "most cooperative, effective, and instrumental in helping our library system bring books and people together."

Video art collection. The Video Art Data Bank, a project of the School of the Art Institute of Chicago, maintains a collection of video art and videotaped interviews with artists for rental or sale to libraries, schools, and museums.

The Video Tape Review collection includes 250 works of video art. Among the artists represented are Doris Chase, John Baldessari, Dara Birnbaum, Suzanne Lacy, and Linda

Montano.

The Art and Artists series consists of over 200 interviews with contemporary artists in all disciplines, including John Cage, Laurie Anderson, Christo, Chuck Close, and Lee Krasner.

A descriptive catalog of the Art and Artists collection costs $2; the Video Tape Review catalog is free. The works are available in all ¾-inch and ½-inch formats. Most 30-minute tapes rent for $50 to $100 and sell for $200 to $300.

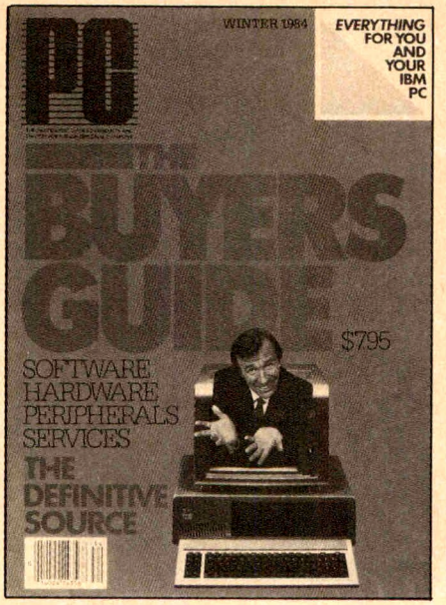
The Video Art Data Bank also publishes *Profile,* a periodical featuring transcripts of interview programs, bibliographies, and articles by artists and critics. 6-issue institutional subscriptions are $18. Video Art Data Bank, Library/School of the Art Institute of Chicago, Columbus Dr. and Jackson Blvd., Chicago, IL 60603.

Children's books on video. Weston Woods, a producer of films based on leading children's books, is now offering several of its titles on videocassette at substantial savings. The first 10 films to be released in the VHS and Beta formats include *The Snowy Day* by Ezra Jack Keats, *Harold and the Purple Crayon* by Crockett Johnson, and *Where the Wild Things Are* and *Really Rosie* by Maurice Sendak. The videocassettes are $50 each, a savings of up to $325 over the cost of the films. Weston Woods Studios, Weston, CT 06883.

Rental/copy video plan. Hawkhill Associates has made its 60 educational videotapes available on an innovative and economical rental/copy plan. For the standard seven-day rental fee of $48 or less, libraries and other users receive permission to make a copy of the program for permanent use. Hawkhill's videocassettes, adaptations of slide/tape programs, cover ecology, genetics, energy, and other scientific topics. For a free copy of the firm's catalog write Hawkhill Associates, Inc., 125 E. Gilman St., Madison, WI 53703.

microcomputing

The Librarian's Guide *to Microcomputer Terminology and Applications* is based on a nationwide survey of over 400 academic, public, school, and special libraries using micros. Authors Lawrence A. Woods and Nolan F. Pope describe such applications as searching local and remote databases; control of circulation, acquisitions, and serials; production of catalogs, bibliographies, and other offline products; and management activities. The 209-page volume also offers information about specific hardware and software used by libraries, an overview of microcomputer technology, and guidelines for selecting systems and programs. Appendixes include a glossary, a bibliography, and a directory of some 250 libraries with micros. $34.50 cloth, $27.50 paper, (ASIS members $27.60 cloth, $22 paper) from Knowledge Industry Publications, Inc., 701 Westchester Ave., White Plains, NY 10604 (83-13548, 0-86729-045-5 cloth, 0-86729-044-7 paper).



PC Buyers Guide, from the publishers of *PC* magazine, features thousands of entries describing software, hardware, peripherals, accessories, books, periodicals, and organizations for users of the IBM PC. The first edition of the semi-annual publication contains 408 pages of listings and ads, plus lengthy indexes by product name and vendor. Single copies are $7.95 from Ziff-Davis Publishing Co., One Park Ave., New York, NY 10016.

The Public Interest Computer Association is a membership organization bringing together microcomputer users concerned with computer-related social issues and working to develop appropriate applications of computer technology.

PICA membership includes a subscription to *Nexus,* the group's bimonthly journal, featuring articles on such issues as privacy and technology, the health hazards of VDTs, and the effect of computers on the workplace. Members can also attend seminars and user groups, and receive discounts on classes and workshops offered by PICA. The group is also developing handbooks and public domain computer programs designed for nonprofit organizations.

Individual yearly memberships are $15; institutional memberships (providing PICA benefits to all staff members) are $50. PICA, 122 Maryland Ave., N.E., Washington, DC 20002.

Microcomputer searching materials. A workshop on "Your Personal Computer for Literature Searching" has been developed by Janice Contini and Pamela M. Corley of the University of Southern California's Norris Medical Library. Aimed at health professionals, the four-hour workshop covers databases, vendors, software, telecommunications, hardware, and search strategies. A packet of materials prepared by the library's staff and a list of vendors offering handouts is available for $5 prepaid from the Reference Secretary, Norris Medical Library, USC Health Sciences Campus, 2025 Zonal Ave., Los Angeles, CA 90033. Make checks payable to Norris Medical Library.

Computer literacy newsletter. The EDUCOM Computer Literacy Project has started a newsletter for college and university educators to exchange information on computer literacy programs. EDUCOM is a nonprofit consortium of over 475 colleges and universities formed to promote the use of current information technology in higher education. Its Computer Literacy Project was developed as a clearinghouse for information on programs and materials and to offer workshops, consulting, and other support services. To receive the newsletter and other information on the project write Kristie Shipley, EDUCOM Computer Literacy Project, POB 364, Princeton, NJ 08540.

The Complete Buyer's Guide *to Personal Computers,* by Tim Hartnell and Steve Veit, is a 382-page mass market paperback containing descriptions of virtually every micro on the market at press time, plus a brief history of computing, chapters on games and programs, a directory of user groups, a bibliography of computer magazines, a glossary, and other features. $4.95 from Bantam Books, 666 5th Ave., New York, NY 10103 (0-553-23873-6).

bibliography

Presidents and the electorate. Two recent historical bibliographies seem appropriate to mention at the start of this presidential election year.

The American Presidency: A Guide to Information Sources annotates books, articles, documents, and other materials on American presidents and the presidency. Compiler Kenneth E. Davison includes works published since 1945 and focuses on works after 1960 in order to complement existing older bibliographies. The 467-page volume is divided into two parts, the first dealing with areas related to the presidency and the second covering each individual president. $48 from Gale Research Co., Book Tower, Detroit, MI 48226 (0-8103-1261-1).

The American Electorate abstracts 1,428 articles on voting and the electoral process published from 1973 to 1982. The opening section describes articles on voters and voting behavior, and the second part covers the electoral process and general studies of elections throughout U.S. history. The remaining four chapters are arranged chronologically, listing studies by historical period. Approx. 350 p., $28.50 from ABC-Clio Information Services, POB 4397, Santa Barbara, CA 93103 (0-87436-372-1).

Vietnam War Bibliography, compiled by Christopher L. Sugnet and John T. Hickey, describes some 4,000 items from Cornell University's Echols Collection. The books, pamphlets, documents, and other materials—most

in English or Vietnamese—cover U.S. involvement in Vietnam from the mid-1940s through 1975. Entries are arranged alphabetically by title and are indexed by subjects, personal or organizational authors, and alternative titles. 573 p., $39.95 from Lexington Books, D.C. Heath and Co., 125 Spring St., Lexington, MA 02173 (83-16172. 0-669-06680-X).

The Arabs in the United States: *A Selected List of Resources* identifies materials dealing with Arabs as immigrants, American citizens, visitors, and students. Compiled by George Dimitri Selim of the Library of Congress African and Middle Eastern Division, the 41-page bibliography lists 254 books, articles, periodicals, and dissertations from the library's collections. Free copies of the publication, the second in the library's Mideast Directions series, are available from the Library of Congress, Near East Section, Washington, DC 20540.

Religious bibliographies. The Church and Synagogue Library Association has issued two new titles in its bibliography series.

Know Your Neighbor's Faith: An Annotated Interfaith Bibliography lists some 150 books to help general readers understand differing faiths. Compiler Bernard Deitrick's annotations describe each title's contents, tone, and limitations. The entries are categorized by religions in general, Judaism, Christian religions, other religions, and interfaith dialogue, 16 p., paper, $3 prepaid, $3.50 if billed (0-915324-19-9).

Religious Books for Children: An Annotated Bibliography, compiled by Patricia Pearl, describes over 400 titles. Entries are listed by age groupings within such categories as Bible reference books, stories from the Bible, Christian theology, Judaism, and other religions. Annotations give the books' contents, the types of illustrations, and other information. 36 p., paper, $5 prepaid, $5.50 billed (0-915324-21-0). Both titles are available from CSLA, POB 1130, Bryn Mawr, PA 19010.

Salvadoran materials. A six-page annotated list of books, articles, and other materials about the conflict in El Salvador is available for 60¢ and a long, self-addressed, stamped envelope from John R. Likins, 332 Railroad Ave., Norwood, MA 02181.

info briefs

Computer periodicals bibliography. *ABI/SELECTS* contains detailed information on 533 computer magazines and newsletters. The 576-page paperback is divided into six sections covering publications on personal computing, specific systems and software, data processing, data communications and teletext, office automation, and specific applications or professions (including librarianship). Each entry describes the target audience and contents of the publication and gives information on format, circulation, number of advertising pages per issue, and subscriptions. The publication was previously announced as *Select (AL*, May 1983, p. 323). $50 from Data Courier, Inc., 620 S. 5th St., Louisville, KY 40202 (83-21026, 0-914604-25-2).

***Dissertation Abstracts* now online.** Beginning in January, searchers on Dialog and BRS can search and retrieve full abstracts of dissertations accepted since July 1980 on University Microfilms' new Dissertation Abstracts Online database. Previously, only the citations of dissertations were available from the firm's Comprehensive Dissertation Index. In addition to full-text keyword searching of the abstract, the new file can be searched by subject field, degree-granting institution, and the year the degree was awarded.

Dissertation Abstracts Online is Dialog's free file for January, with subscribers receiving a free half-hour of searching time.

Save on searches with Quik-Link. The Quik-Link 300 is a small, inexpensive terminal that, upon connection to a telephone jack and a television set, can be used to access consumer information database services. The terminal features a membrane keyboard and a 300-baud modem with autodial and automatic logon capabilities. The $249 price includes free registration or trial time in CompuServe, The Source, Dow Jones News/Retrieval, and other services. Quazon Corporation, 3330 Keller Springs Rd., Carrollton, TX 75006.

Data Base User Service. Knowledge Industry Publications, Inc., and the American Society for Information Science are together offering the Data Base User Service. Subscribers to the service will receive the annual *Data Base Directory*, featuring detailed descriptions of numeric, full text, bibliographic, and other databases; *Data Base Alert*, a monthly newsletter with information on new databases and changes in existing ones; one free hour of search time on *Data Base Online Access*, the online version of the directory, with additional search time billed separately; and access to the electronic mail *Data Base Hotline* to communicate with the editors of the service. Annual subscriptions are $185, with a discount available to ASIS members. For more information write Terry Mollo, Knowledge Industry Publications, Inc., 701 Westchester Ave., White Plains, NY 10604.

Telecommunications in ARL Libraries, SPEC Kit #98 from the Association of Research Libraries' Office of Management Studies, discusses the implications of telecommunications technology for large research and academic libraries. The 129-page report covers local systems, interconnection, gateways and links, and standards; suggests reasons for libraries' slowness to adopt videotex and teletext; and assesses the effect of the breakup of AT&T. $15 ($7.50 for ARL library members) from SPEC Center, ARL/OMS, 1527 New Hampshire Ave., N.W., Washington, DC 20036. Make checks payable to ARL Office of Management Studies. □

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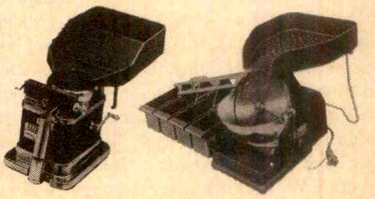

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currents

ALA member **Carolyn Dearnaley**, former assistant university librarian at Colgate University, Hamilton, N.Y., is now director of the Eugenia Fuller Atwood Library at Beaver College, Glenside, Pa. . . . In the University of California System, UC/Berkeley has announced the retirements of **Bea Lukens** as head of its Earth Sciences Library and **Arthur Waugh** as head of the Environmental Design Library, which he cofounded in 1964; UCLA's director of mental health information services at its Neuropsychiatric Institute, ALA member **Sherry Terzian**, was awarded an honorary lifetime sustaining membership in the Association for Mental Health Affiliation with Israel in recognition of her work with students and scholars internationally; and UC/San Francisco has appointed **Richard S. Cooper** to the post of associate university librarian. . . . ALA member **John J. Sullivan** is now city librarian of Daly City (Calif.) Public Library, succeeding another ALA member, **Samuel C. Chandler**, who retired last July. . . . **Ana Maria Magaloni de Bustamante**, director of public library services for the nation of Mexico, is the 1983 recipient of the Distinguished Alumnus Award from the University of Denver Graduate School of Librarianship and Information Management. . . . ALA Councilor-At-Large **Mary Biblo** is now head librarian at the University of Chicago Laboratory Schools. . . . The Ohio Library Association recently presented its 1983 Librarian of the Year award to ALA member **Robert H. Donahugh**, director of the Public Library of Youngstown and Mahoning County. . . . ALA member **Lucille C. Thomas** recently retired as assistant director for elementary school libraries at the New York City Board of Education. . . . Recent appointments at the University of Michigan Libraries in Ann Arbor include: **Kathryn Beam** as manuscript librarian, rare books and special collections; **Jennifer R. Zukowski** as reference librarian and assistant for the Humanistic Scholar grant funded by the Council on Library Resources and the Andrew H. Mellon Foundation; and **Dorothy H. Shields** as assistant head of the Art and Architecture Library. . . . At the U.S. Information Agency ALA member **Donald C. Hausrath** is now library and books services officer for India, based in New Delhi, and **Susan M. Olson** is regional library consultant for the countries of Algeria, Egypt, Israel, Jordan, Lebanon, Mauritania, Morocco, Sudan, Syria, and Tunisia, based in Tunis. . . . Jan. 3 **Louella Wetherbee** became executive director of AMIGOS Bibliographical Council, Inc., in Dallas, Tex. An ALA member, Wetherbee was formerly director of libraries at George Mason University, Fairfax, Va. . . . . ALA member **Larry Black** recently became assistant executive director of the Public Library of Columbus and Franklin County (Ohio). He succeeded **Charles Brown**, who resigned last August to become director of the Solonas County Library System in California. . . . Recent additions to the University of Nevada/Reno Library staff are: **Robert T. King** and ALA members **Barbara Hutchinson** and **Paulette Bochnig**. King is now head of the Oral History Program; Hutchinson is public services librarian; and Bochnig is assistant government publications librarian. Another ALA member, **LaMar R. Smith**, recently retired as UNR's education and reference librarian. . . . ALA member **Daniel J. Bradbury**, former director of library and leisure services at Janesville (Wis.) Public Library, is now director of the Kansas City (Mo.) Public Library. . . . Nov. 1 **Peter Spyers-Duran** became director of Wayne State University Libraries in Detroit, Mich. An ALA member, Spyers-Duran last served as director of the Library and Learning Resources at California State University/Long Beach. . . . ALA member **Richard J. Talbot**, director of libraries at the University of Massachusetts, Amherst, is the new president-elect of the Association of Research Libraries. . . . **Neil Snider** is 1983/84 president-elect of the Alabama Library Association. . . . ALA member **Linda M. Wood** is 1984–86 president-elect of the California Library Association. . . . **Richard Urwiler**, coordinator of instructional resources at Wayne (Nebr.) State College since 1975, is the new president-elect of the Nebraska Educational Media Association. . . . ALA member **George Shipman**, director of the University of Oregon Library in Eugene, is now chair of the Inter-Institutional Library Council of the Oregon State System of Higher Education. . . . The new director of the Buffalo and Erie County Public Library, Buffalo, N.Y., is ALA member **Donald H. Cloudsley**. He succeeds another ALA member, **Paul M. Rooney**, who retired last September. . . . ALA member **Shirley Coulter**, coordinator of school libraries for the Department of Education in Halifax, Nova Scotia, is now North American director of the International Association of School Librarianship. . . . **Donna Dziedzic** is now New Jersey assistant state librarian. An ALA member, she last served as director of the Illinois Regional Library for the Blind and Physically Handicapped at Chicago (Ill.) Public Library. . . . In October, ALA member **Edward Michael O'Connor** became director of Southern Adirondack Library System in Saratoga Springs, N.Y. . . . At the School of Library and Informational Science at the University of Missouri-Columbia, **Robert Berk** is now associate professor and ALA member **Edward Miller** will retire as dean in January. . . . ALA member **Lucille C. Thomas** recently retired as assistant director for elementary school libraries at the New York City Board of Education. . . . **Ann Montgomery Smith** is now director of libraries and curator of special collections at the Wentworth Institute of Technology in Boston, Mass. An ALA member, she was formerly a consultant for the blind and physically handicapped for the Massachusetts Board of Library Commissioners. . . . At the Smithsonian Institution, **William E. Woolfenden** retired in June as director of the Archives of American Art, a bureau of the Smithsonian in New York, N.Y., and **Katharine Martinez** recently became chief librarian at the Cooper-Hewitt Museum Library branch of Smithsonian Libraries in New York. ALA member **Roslyn Beitler** joined Smithsonian's Washington, D.C., staff as program coordinator for young associate and family activities. . . . ALA member **Claud Glenn Sparks**, professor of library and information science at the University of Texas at Austin, is the Texas Library Association's 1983 Librarian of the Year. . . . From the South Carolina State Library, Columbia, comes news of two recent appointments and of the presentation of two Distinguished Service awards. The new staffers are ALA member **Barbara "Kay" Kasper**, now field service librarian, and **William A. Ellett**, cataloger in the Technical Services Department. The award recipients, both former presidents of the South Carolina Library Association, are: ALA member **Estellene P. Walker**, who served as executive secretary of the State Library Board and, later, as state librarian; and **J. Mitchell Reames**, who recently retired as the first director of the Francis Marion College Library in Florence. Reames was succeeded by **H. Paul Dove**.

Making Waves

Jan. 2 **Mary W. Ghikas** became the new executive director of the Universal Serials & Book Exchange, Inc., in Washington, D.C., following the distinguished leadership of USBE's first head, **Alice D. Ball**. Ball, who retired at the end of 1983, led USBE from its creation in 1948 as the United States Book Exchange to its present status as an international library clearinghouse with a core collection of more than 7,000 periodical titles. Ghikas, an ALA Councilor-At-Large, comes to USBE well prepared to continue its expansion into the online age. She last served as Chicago Public Library's assistant commissioner for research/reference services, where her duties included guiding plans for the adoption of automated systems and the direction of collection development. *—Beverly Goldberg*

Deaths

Philip A. Hazelton, 75, New Hampshire state law librarian from 1954 to 1972, died Nov. 9. . . . **Carl Milton White**, 80, former chief librarian and library school dean at Columbia University, died Nov. 8. From 1962 to 1967, White was program specialist in library administration at the Ford Foundation. . . . **Leslie W. Edwards**, associate director of libraries at the University of Arkansas at Fayetteville, died June 1. . . . **Doris K. Colby**, 68, former librarian of the Charles B. Phillips Library at Aurora (Ill.) College and cofounder of the Midwest Archives Conference, died Aug. 26. □

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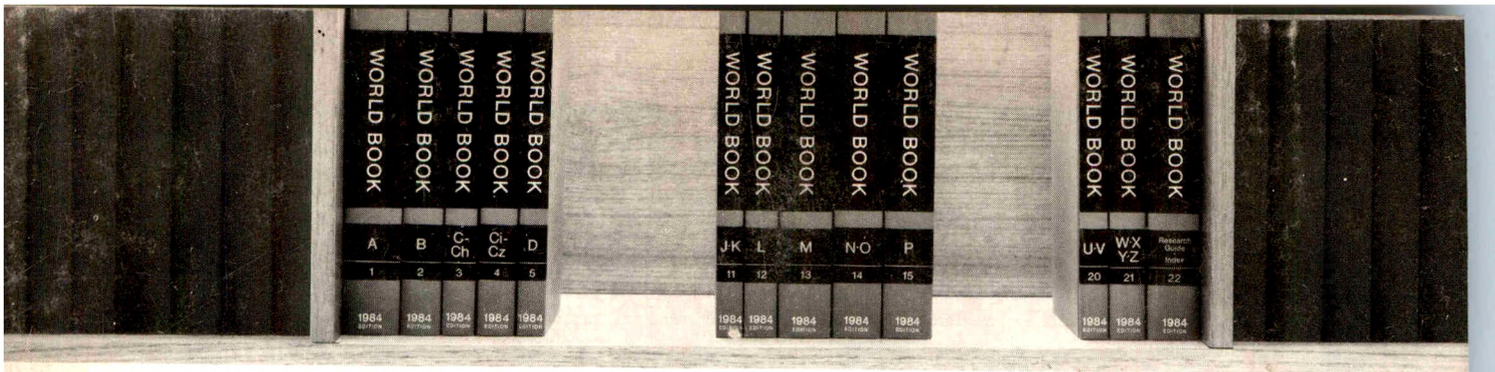

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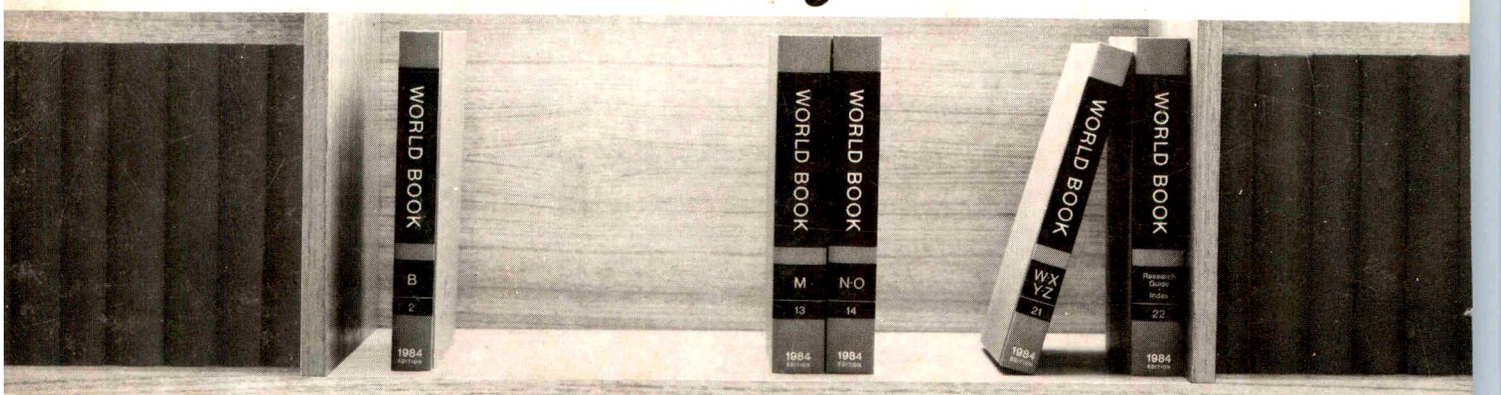

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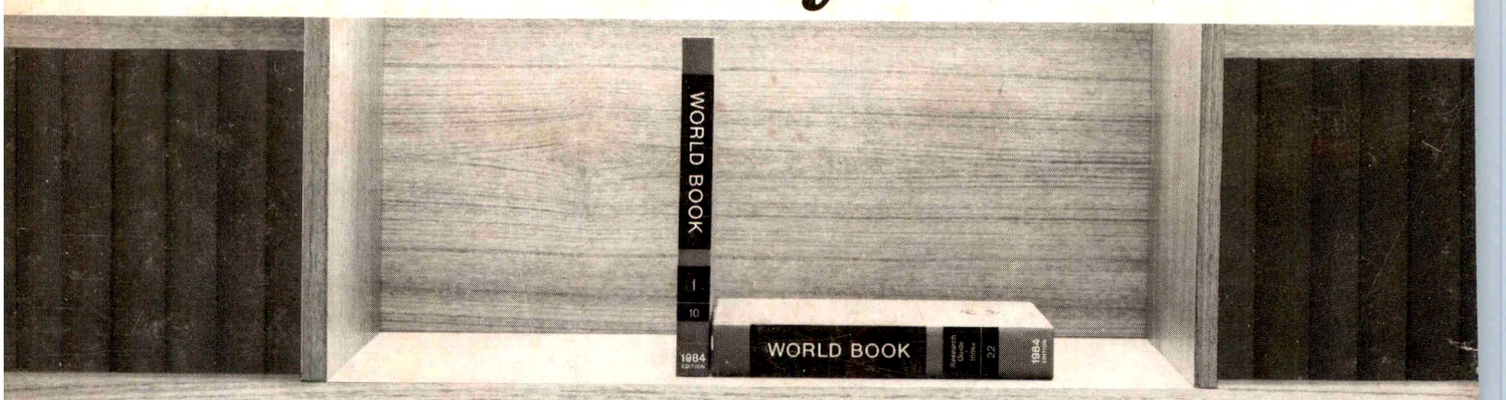

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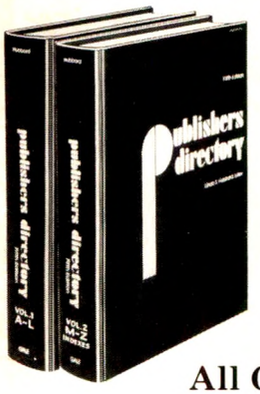

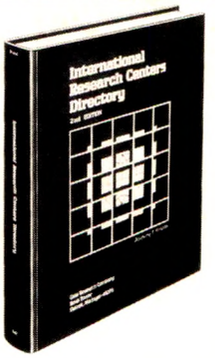

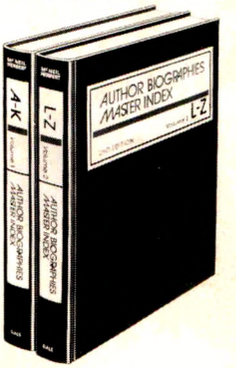

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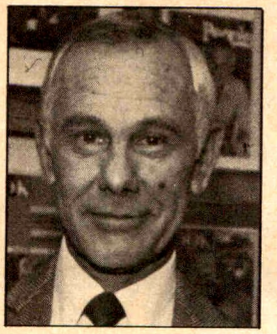

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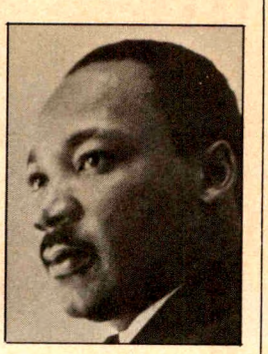

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Cover. ALA gained national prominence when it began providing library service to the American armed forces in 1917. This Camp Beauregard (La.) library photo is part of a treasury of resources and memorabilia in the ALA Archives at Urbana-Champaign, Ill. See p. 108 ff.

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the editors' page one

Esse is *percipi*

TO BE IS TO BE PERCEIVED. If a librarian falls in the forest and no one hears, does it make a sound? Over the last few years librarians have been falling all over themselves to take what they perceive as their true place in education and the Information Society—only to find they are often unheard and therefore nonexistent. Zeroed out of budgets, omitted from white papers, overlooked in legislation, they have nevertheless held their self-perceptions to be self-evident. They have said, traditionally, deal with me as *I* see me, not as you see me.

At the ALA Midwinter Meeting last month, however, there were signs that librarians are coming out of the forest not only to be perceived, but to deal with—rather than deny—the perceptions of others.

For example, in some 21 educational reform documents to appear recently, including *A Nation at Risk*, the perceived value of librarians as part of the reform process is: *worthless*. We are barely mentioned. But now, an ALA task force appointed by President Brooke Sheldon is going to act on that perception—and change it. Accepting the premise that we must *prove* our educational role once and for all, the Task Force on Excellence in Education reported at Midwinter that it will show—by powerful, specific examples—exactly what libraries do and can do to tackle the problems cited in *Risk*. The task force will seek to make *our* perceptions those of the education community and its leaders. By dealing with our previous state of nonexistence here, we can achieve a state of being that counts for something.

Another ALA task force announced it has enlisted some 35 associations to help promote National Library Week, bringing our values and very existence to the attention of millions of new constituents. ALA President-elect E.J. Josey described his ambitious program for building new coalitions, to the same effect. In discussing their approaches to Association issues, both presidential candidates recognized perceived values as reality, if not necessarily truth.

Elsewhere, others were realizing that, whatever the "truth" of the matter: • if a book is perceived to be racist, you deal constructively with that feeling; • if an attempt to copyright a database is perceived as sinister, some alternatives had better be considered; • if an association is perceived to be waffling on the MLS-degree issue, it may be time for it to take a stand . . . and so on.

The alternative to facing the imperfect world of perceptions is to return to the forest and a state of flawless, soundless, nonbeing.

—*Art Plotnik*

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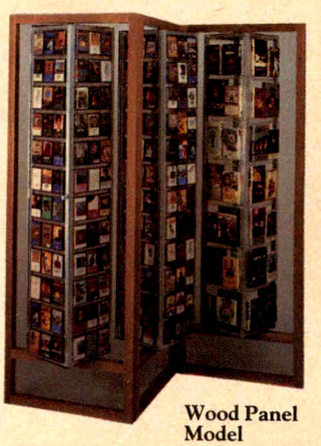

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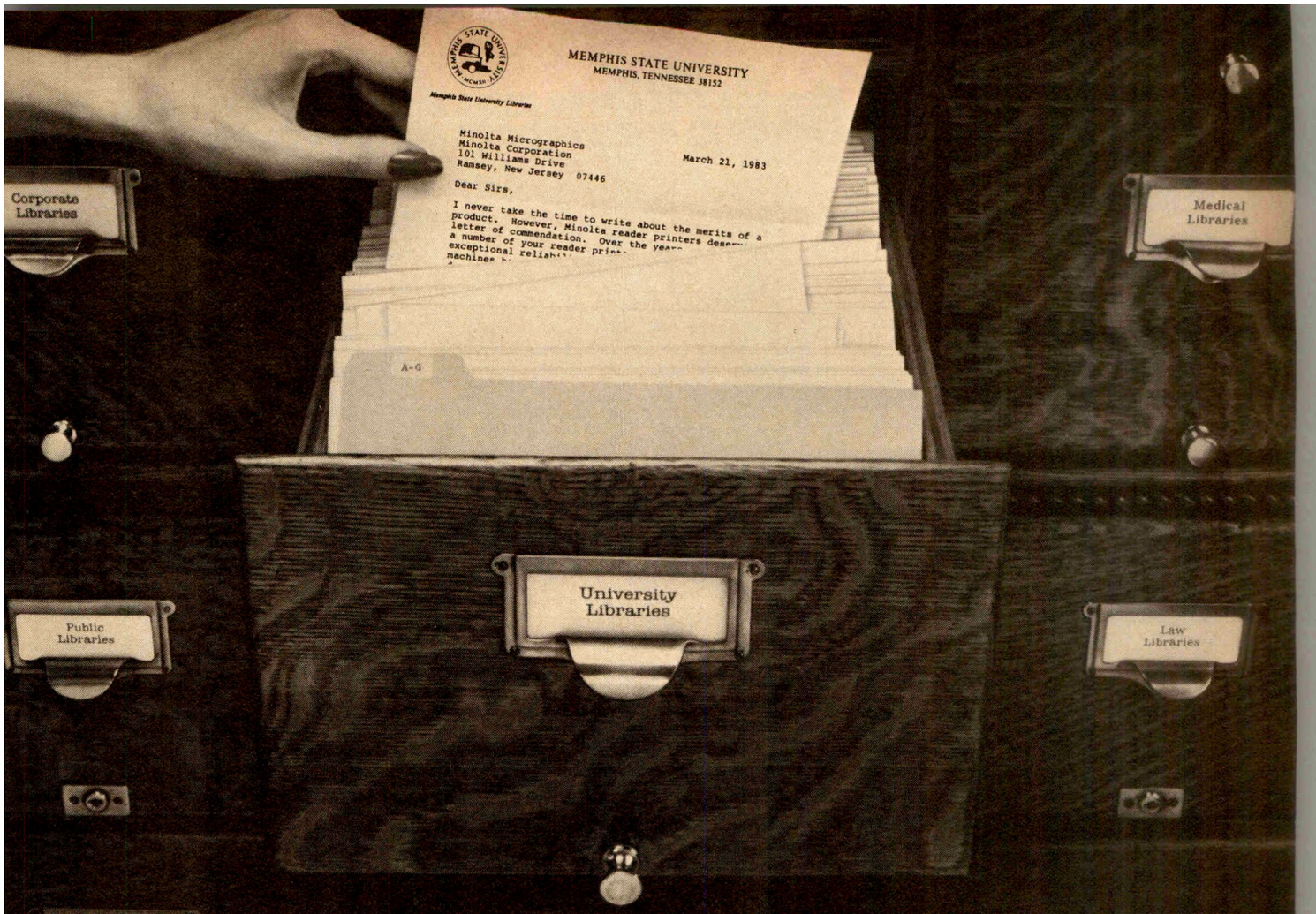
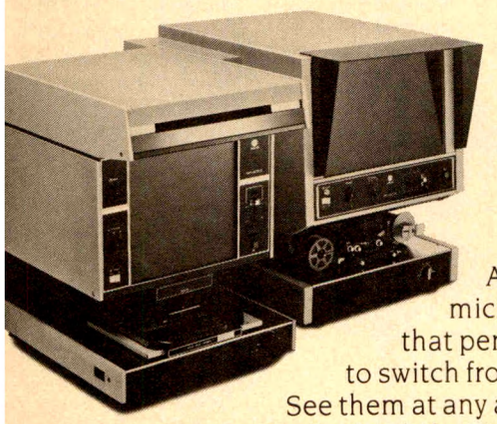


THEIR REFERENCES WOULD FILL A LIBRARY.



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in the news

ALA Council urges Reagan to stick with UNESCO

The Reagan Administration's decision to withdraw from the United Nations Educational, Scientific, and Cultural Organization next Dec. 31 will have an enormous and immediate impact on international library programs, ALA Past President Tom Galvin told *AL* Jan. 4. "We cannot allow the press to say that the U.S. loses nothing by withdrawing from UNESCO," he said.

For librarians, Galvin explained, the most vital UNESCO programs include international copyright and the Florence and Nairobi protocols, which encourage duty-free flow of library materials. UNESCO also helps fund the Universal Availability of Publications and the Universal Bibliographic Control programs sponsored by the International Federation of Library Associations and Institutions (IFLA). American librarians are also active in UNESCO's General Information Program (PGI), which focuses on scientific data and documentation.

UNESCO was set up in 1945 to foster literacy and education in the third world, protect humankind's cultural heritage, and promote the exchange of ideas. In giving the required year-in-advance notice to UNESCO late in December, the State Department charged that the Paris-based agency "has extraneously politicized virtually every subject it deals with, has exhibited hostility toward the basic institutions of a free society, especially a free market and a free press, and has demonstrated unrestrained budgetary expansion."

The United States is contributing 25 percent of UNESCO's $374 million biennial budget for 1984 and 1985 and has long complained of its extravagant mismanagement and misguided programs. Westerners are especially disturbed by UNESCO's efforts to set up a "New World Information Order" with international licensing for journalists.

However, Galvin pointed out, the U.S. Commission for UNESCO—an advisory body including 60 nongovernmental organizations such as ALA, the national League of Women Voters, and the National Wildlife Federation—recently voted 41-8 that "continued U.S. membership in UNESCO is in the national interest."

UNESCO debate at Midwinter

Galvin, who has represented ALA on the UNESCO commission for the last three years, introduced the issue to the International Relations Committee, which he chairs, at ALA Midwinter Meeting Jan. 8. He proposed a resolution asking the U.S. Secretary of State to negotiate with UNESCO's Director General to resolve their differences.

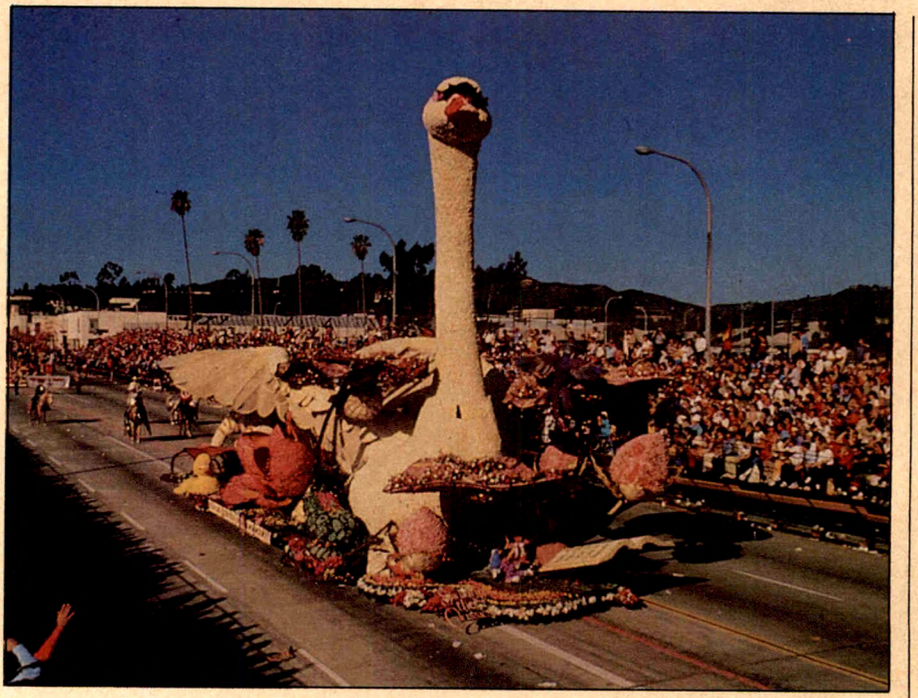
"Ain't tough enough," ALA Past President Russell Shank commented. Galvin pointed out the delicate nature of the matter. Richard de Gennaro said he was concerned about UNESCO antics.

Galvin agreed that some serious problems and severe shortcomings need to be corrected in many UNESCO programs, including library programs. "You don't correct by withdrawing," he argued, "you then have no voice."

Elinor Hashim, chair of the National Commission on Libraries and Information Science, which houses UNESCO's PGI office in Washington, D.C., strongly supported the international agency.

After some discussion and alterations, the International Relations Committee approved Galvin's resolution, with de Gennaro abstaining. The ALA Executive Board, the Public Library Association, and the Association for Library Service to Children also endorsed the statement, and the Intellectual Freedom Committee informally okayed it.

By a majority standing vote, Council resolved to inform President Reagan, Secretary of State George Shultz, UNESCO Director General Director Amadou Mahtar M'Bow, and other appropriate bodies that the American Library Association "deeply regrets the decision of the President of the United States . . . to issue notice of the intention of the U.S. to withdraw from membership in UNESCO." ALA also called on Shultz and M'Bow to "initiate prompt, serious, and productive negotiations leading to timely and satisfactory resolution of differences in order to preserve the many positive benefits of continuing U.S. participation in UNESCO."



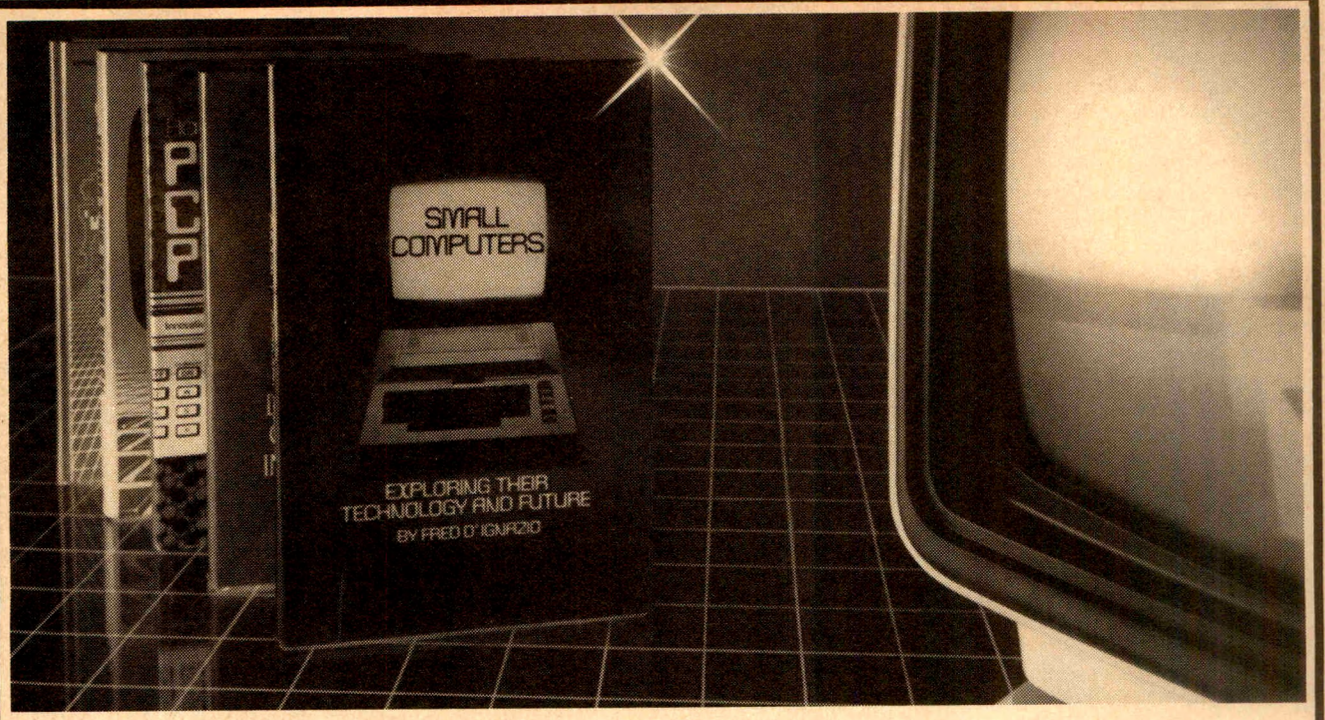
Friends of Libraries USA star in Rose Parade

Beneath the beak of a 28-foot-high floral swan in the 1984 Tournament of Roses Parade, Friends of Libraries USA founder Sandy Dolnick reads *The Ugly Duckling* to four young patrons from the Los Angeles Public Library. Baskin-Robbins Ice Cream selected FOLUSA,an American Library Association affiliate, to carry out the parade theme, "A salute to volunteers." The firm's "Sharing the Classics" swan float encompassed nearly 7,000 square feet of blossoms and won the tournament's special award in Pasadena Jan. 2.

Supreme Court Sony decision a "landmark" for libraries

When the Supreme Court ruled Jan. 17 that individuals may legally tape TV shows for home use, librarians could rejoice along with viewers, according to Nancy Marshall, chair of the American Library Association copyright subcommittee. "The Sony-Betamax decision is a great victory for fair use and ranks with *Williams & Wilkins* as a landmark decision in the protection of library and user rights," she told *AL*.

Last year ALA had joined 29 other library and educational associations in filing a



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friend-of-the-court brief in the case of the Sony Corporation of America, which markets the Betamax video recorder, against Universal City Studios. The brief argued that the fair use provisions in the 1976 Copyright act would be eroded if the Supreme Court upheld the 1981 appeals court Sony decision outlawing home videotaping.

"Every time fair use is threatened in the home or the library world, users and librarians are endangered," Marshall said. The Supreme Court Sony ruling is important for the library community because it substantiates the concept of fair use, she said.

In writing the opinions and the dissent on the 5-4 decision, both Associate Justice John Paul Stevens and Justice Harry Blackmun suggested that Congress might modify the ruling. But Rep. Don Edwards (D-Calif.), a sponsor of legislation which would levy user fees on sales of video recorders and blank tapes, called the ruling "disappointing." He said it would be difficult to pass the royalty laws this year.

Rep. Robert Kastenmeier, the Wisconsin Democrat who chairs the subcommittee dealing with copyright, saw no need to rewrite the Copyright Act so that royalties could be charged.

Awards announced at Midwinter Meeting

The 1984 Newbery Medal for the most distinguished contribution to American children's literature has been awarded to Beverly Cleary, author of *Dear Mr. Henshaw* (Morrow). Illustrators Alice and Martin Provensen received the 1984 Caldecott Medal for the most distinguished American children's picture book for *The Glorious Flight: Across the Channel with Louis Blériot, July 25, 1909* (Viking). The awards were announced by the Association for Library Service to Children at the ALA Midwinter Meeting in Washington, D.C.

Among other awards announced at Midwinter: The ALSC Mildred L. Batchelder Award for publishing an outstanding children's book from abroad in translation was given to Viking Press for *Ronia, The Robber's Daughter* by Astrid Lindgren.

The Coretta Scott King Awards, given to a black author and illustrator by the Social Responsibilities Round Table to commemorate the life and works of Martin Luther King, Jr., went to Lucille Clifton, author of *Everett Anderson's Goodbye* (Holt), and Pat Cummings, illustrator of *My Mama Needs Me* (Lathrop, Lee & Shepard).

Cecil P. Beach, director of the Broward County Division of Libraries in Fort Lauderdale, Fla., received the Allie Beth Martin Award from the Public Library Association. The award, consisting of a citation and $2,000, is funded by the Baker and Taylor Co.

The North Carolina Association of School Librarians won a $1,000 Grolier National Library Week Grant to sponsor the first annual North Carolina School Library Media Day during National Library Week 1984. This is the first time the annual award, funded by the Grolier Educational Corp. and selected by ALA's NLW Committee, has been awarded to a state school librarians association.

Newbery Medal winner Beverly Cleary, left, and Caldecott Medal winners Alice and Martin Provensen.

3M/JMRT Professional Development Grants were given to: Diane Bisom, ORION User Services Librarian at UCLA; Dominique Coulombe, catalog librarian at Brown University; and James Mouw, acquisitions librarian at the University of Illinois at Chicago. The grants, sponsored by 3M's Safety and Security Systems Division, are presented by the Junior Members Round Table to help new librarians finance attendance at ALA annual conferences.

Judge reverses jury decision in Mississippi sex bias case; recognizes ALA-MLS degree

U.S. Magistrate Charles M. Powers has overruled the jury decision in the Glenda Merwine case against Mississippi State University (*AL*, Dec,. p. 744). The jury had ordered MSU Library Director George Lewis to pay Merwine $10,000 in damages for discriminating against her sex by hiring a male librarian.

Powers also ruled on Merwine's parallel claim that MSU violated the Civil Rights Act Title VII by requiring an ALA-accredited MLS for the library job. Merwine declared the degree had a disparate impact on women.

In his Dec. 29 memorandum decision, Powers wrote that Merwine, who has a master's in education, could be considered subjectively qualified for the job, but did not meet the established objective minimum educational requirement.

"The evidence clearly establishes that the [ALA-accredited MLS] degree is a standard widely recognized by academic and professional employers, including the United States Supreme Court," he declared.

Merwine's claim that the requirement has a disparate impact on women "flies in the face of logic and common sense," Powers said. He dismissed her statistical assumptions as illogical and unwarranted.

The court concluded that Merwine had failed to establish a prima facie case of discrimination in hiring on the basis of sex.

Librarians cheer court ruling

A local reporter informed Lewis of the decision. "It was the best Christmas present I ever received," he told *AL*.

Dean Edward Holley of the University of North Carolina/Chapel Hill library school had testified for MSU during the trial. He told Council at the ALA Midwinter Meeting that he was delighted with the decision.

"In every instance, the judge ruled with Mississippi State University," Holley said. "Many of us feel the MLS requirement is appropriate in the light of our library education policy statement. I encourage ALA to hold fast to that point of view."

Librarian wins eight-year fight for academic rights

The West Virginia Supreme Court of Appeals has upheld $26,400 in damages awarded to a librarian who lost her job after she complained about a design for a new library building.

E. Jean Orr was also ordered reinstated as director of the West Virginia Northern Community College library in Wheeling.

The case began in fall 1975, when Orr was shown plans to convert an old B&O Railroad station into a campus building housing administrative offices, classrooms, and a learning resource center. Orr had a number of objections to the design, including security problems caused by the existence of at least five entrances to the library, and the fact that students would have to walk through the library stacks to reach their classrooms.

Orr told *AL* she made these objections to her immediate superior, Academic Affairs Dean Gregory Adkins, who said he would pass them along to Daniel Crowder, president of the college. Orr said she wanted to raise the issue with the Learning Resources Faculty Committee, but was told that the plans had to be kept secret.

When the plans were later revealed and faculty expressed dissatisfaction with the design, Crowder stated that Orr had missed her chance to offer suggestions, and Adkins called her lax for not having done so.

Eventually the Learning Resources committee developed a floor plan incorporating Orr's recommendations, which was accepted by the administration with no changes.

After she complained about the plans, Orr was not given her tenure review or other faculty evaluations, even though her position had faculty status. Adkins also demoted her to reference librarian and took over as director of the library. At that time, no grievance procedure existed at the college. In June 1976

Orr received a letter stating that her contract would not be renewed for the following year.

Orr lost an appeal to the state Board of Regents, but pursued the matter through the courts even after she obtained a new position as director of the Miracle Valley Regional Library System in Moundsville in December 1978. In August 1980 a Kanawha County Circuit Court jury found that the administrators had acted maliciously in firing Orr, ordered her reinstated to her job, and awarded her $23,760 in personal damages from Adkins and $2,640 from Crowder.

The state Supreme Court heard an appeal from Adkins and Crowder in September 1982 and ruled in favor of the administrators. However, in an unusual ruling the court allowed Orr to make another appeal in September 1983.

On Dec. 21 of last year, Orr learned that the state Supreme Court had upheld the jury's original verdict when members of her staff showed her a newspaper article announcing her victory. The court ruled that Orr's right to due process had not been violated, but upheld her academic freedom argument.

"I think the ruling helps to clarify what a librarian's academic rights are," Orr told *AL*. "We think of academic rights for teachers in regard to what they teach. For a librarian this could be in the selection of books, but it also says that you have a right to free speech."

"It's been a long, hard struggle," Orr concluded, "but I think it's worth it to know that your feelings have been supported." □

QUICK-BIBS: New & recent books on a timely topic

Bill Ott, compiler

THE MOVIES

Soon Hollywood will be performing its annual rite of self-congratulation—the Academy Awards. As a warm-up for the familiar Oscar hoopla, this edition of Quick-Bibs identifies a handful of memorable movie books. Unlike the Academy, however, we have made no effort to distinguish levels of accomplishment. Our selections—as someone is sure to say about their fellow actors on Oscar night—are all good in their own ways. The books included are either 1983 or spring 1984 imprints. And now, the envelope please:

Cagin, Seth and Dray, Philip. *Hollywood Films of the Seventies.* Harper, 1984, $9.95. (0-06-091117-4)

Too often, film critics seem determined to prove they can write as pompously as their literary brethren; but this perceptive yet commonsensical analysis of 1970s movies (*The Godfather, Chinatown,* et al.) is a notable exception.

Goldman, William. *Adventures in the Screen Trade: A Personal View of Hollywood and Screenwriting.* Warner, 1983, $17.50. (0-446-51273-7, 82-77602)

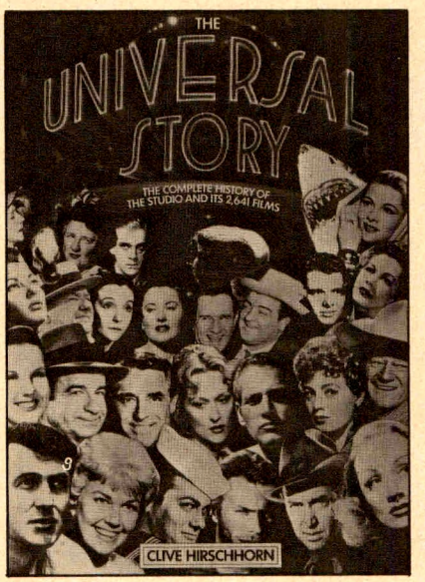
Veteran novelist/screenwriter Goldman explains in jaunty, entertaining prose the tangled web of moviemaking—from producers "taking meetings" to writers squabbling over percentages and credits.

Hirshhorn, Clive. *The Universal Story.* Crown, 1983, $35. (0-517-55001-6, 83-7840)

A sumptuous coffee-table survey of Universal Studios' 2,641 feature films (through 1982). Hundreds of evocative black-and-white stills will have "midnight-movie" buffs reminiscing for hours.

Kael, Pauline. *Taking It All In.* Holt, 1984, $24.50. (0-03-069362-4, 83-8445)

This collection, Kael's seventh, features pieces written from June 1980 to May 1983 and, like its predecessors, affirms the intrepid *New Yorker* critic's ability to write resonantly and intelligently about all aspects of filmmaking.



A sumptuous survey from Crown.

Medved, Michael and Medved, Harry. *The Hollywood Hall of Shame: The Most Expensive Flops in Movie History.* Perigee, 1984, $8.95. (0-399-50714-0)

An album of Hollywood's all-time losers—not necessarily the worst movies, but those that lost the most money. The Medveds air all the dirty linen behind the production of these films, including a play-by-play of the Taylor-Burton romance on the set of *Cleopatra*.

Morley, Sheridan. *Tales from the Hollywood Raj: The British, the Movies, and Tinseltown.* Viking, 1984, $17.95. (0-670-69192-3)

This lively anecdotal history looks at the colonization of Hollywood by such British film stars as Charlie Chaplin, Basil Rathbone, and David Niven. It hasn't been easy, Morley wryly notes, for the English to survive so far away from civilization.

Schickel, Richard. *Cary Grant: A Celebration.* Little, 1983, $19.95. (0-316-77308-5, 83-81440)

Hollywood's symbol of imperturbable charm turned 80 recently, and this delightful pictorial essay celebrates the enduring appeal of his 72 films. Grace Kelly said it best: "Everyone grows older except Cary Grant."

Selznick, Irene Mayer. *A Private View.* Knopf, 1983, $16.95. (0-394-40192-1, 82-49192)

Although this autobiography of the daughter of Louis B. Mayer and the wife of David O. Selznick deals as much with theater as with films, its wealth of juicy anecdotes about Brando, Olivier, et al. will keep movie fans turning the pages.

Sennett, Ted. *Great Hollywood Movies.* Abrams, 1983, $49.50. (0-81909-0980-4, 83-2683)

From the full-color close-up of Rhett and Scarlett on the cover through the double-page spread of General Patton in full cry, this lavish, oversize tribute to Hollywood's crown jewels is the luxury movie book of the season.

Weldon, Michael and others. *The Psychotronic Encyclopedia of Film.* Ballantine, 1983, $14.95. (0-345-50381-4, 82-90841)

Horror flicks, low-budget sci-fi, beach party epics, exploitation films of every stripe—this encyclopedia of very strange movies has no redeeming social value whatsoever. On the other hand, you never know when someone might ask for a plot summary of *Blood Orgy of the She-Devils* (by the director of *The Astro-Zombies*). □

***Bill Ott**, who writes this column freelance for* American Libraries, *is books-for-adults editor of ALA's* Booklist *magazine.*

action exchange

Loan policies for circulating microcomputers

Q. What libraries have a loan policy for circulating microcomputers to patrons? ***Ilene Rockman, Reference Librarian, California Polytechnic State University Library, San Luis Obispo, CA 93407*** **(*AL*, Oct., p. 590).**

A. Dansville Public Library circulates a Commodore VIC 20 to patrons who must show a driver's license and deposit a returnable $20. We offer a printed information sheet and a release form. The computer and a manual are circulated together in a sturdy box, but no software is available. Circulation is now for only one week because of the high interest. As a pattern of repeaters develops, we will probably institute a two-week loan period. *Terri Canuti, Director, Dansville Public Library, 200 Main St., Dansville, NY 14437.*

A. Our Timex Sinclair 1000 computers circulate for one week, with an overdue fine of $1 a day. Patrons are asked to report any malfunctions, and they are responsible for repair or replacement costs if the equipment is lost or damaged through abuse or negligence. Because of this financial responsibility, patrons under 14 must have the signature of a parent or guardian to check out a computer. *Nancy Brown, Literature and Audiovisual Services Librarian, Downers Grove Public Library, 1050 Curtiss, Downers Grove, IL 60515.*

A. We lend four VIC 20s for two-week periods with a $25 cash deposit. $10 is the user fee, and $15 is refunded if the computer is returned on time with all items included and all parts in good working order.

The borrower must be 21 or older, provide two IDs plus a library card, and sign a contract agreeing to pay for damage or loss. The overdue charge is $10 the first day and $5 for each additional day. The loan package includes the computer and cassette player, manuals, a sheet on how to hook the computer to the TV, and four or five programs, including games and business, home, and word processing applications.

We've had some problems with people who resist the $10 fee, forget to bring their money or IDs, or are late in picking up the computers, but most patron comments are favorable. I'll be happy to send a copy of our procedures, contract, evaluation form, etc., to anyone who is interested. *Sue McCann, Assistant Director, Portsmouth Public Library, 8 Islington St., Portsmouth, NH 03801.*

Q. Have any reference departments installed bakery-style "take-a-number" machines for patrons? ***Clare Beck, Government Documents Librarian, Eastern Michigan University Library, Ypsilanti, MI 48197*** **(*AL*, Sept. p. 512).**

A. Although the "take-a-number" system is used in a wide variety of other establishments, I've never heard of its use in a library. The system is fair and certainly worth consideration by librarians trying to serve a large number of people effectively under hectic conditions.

Librarians might also look into the method used by my barbershop: Two chairs serve people first who have made appointments and two others are available for drop-in customers who wait their turns.

Other approaches to effective service should also be considered: Do the library's signage, layout, and displays facilitate the handling of directional transactions and frequently asked reference questions? Does the library publicity encourage people to seek reference service at off-hours? *Andrew M. Hansen, Executive Director, Reference and Adult Services Division, ALA Headquarters.*

Q. What libraries have participated in their city's sister city program? What successes and problems did they have? ***Martha R. Ruff, Edmondson Ave. Branch, Enoch Pratt Free Library, 400 Cathedral St., Baltimore, MD 21201*** **(*AL*, Sept., p. 512).**

A. Last summer the Evansville-Vanderburgh County Library established a "sister city-library" relationship with the Stadtbibliothek of Osnabrück in Lower Saxony, West Germany. Our initial exchange of letters contained basic information about the two systems, some pertinent statistics, and an expressed desire to continue exchanging information.

The only problem is the language barrier, with translators required on both sides of the Atlantic. A cooperative university professor helps out on this side. *Margaret J. Kyle, Assistant Director, Evansville-Vanderburgh County Public Library, 22 S.E. Fifth St., Evansville, IN 47708.*

Q. What libraries require or request patrons' social security numbers to register? ***Robert Kinchen, Director, Onondaga County Public Library, 335 Montgomery St., Syracuse, NY 13202*** **(*AL*, July/Aug., p. 448).**

A. The Niles (Mich.) Community Library requires a social security number on the library application form. The SS number is one of the few constants and is used for identification or clarification when questions of responsibility arise (fines, damages, overdues). Sometimes patrons don't notify us when they change names, and there are confusing junior-senior names and common combinations like Henry Smith.

Few people have complained. We assure everyone that our files are private and we never give out information from application forms. *Anne Frese, Head Librarian, Niles Community Library, 620 E. Main St., Niles, MI 49120.*

Over to you

1. Have any public libraries developed software for an IBM 5110 Model 3 computer or purchased programs for it? What experiences have you had? (Fla.)

2. What academic libraries have tested students for library competency? What tests were used and what were students' reactions and suggestions to improve the tests? (Wis.)

Please send answers to Action Exchange

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reader forum

Administrative tasks for directors only

BALLARD DID IT AGAIN (Dec., 734–36). He takes a few valid observations (such as, an administrator doesn't have to revise most of the work of competent professionals) and derives unwarranted conclusions from them (such as, an administrator should be out on the floor instead of in his/her office). Ballard also makes a questionable distinction between manager and administrator, which he gets from Peter Drucker.

As I see it, the library director of a medium or large-sized library is not getting paid good money to check out books, do retrospective cataloging, sit at the reference desk, etc. He/she should be performing the following functions:

- Planning—How is my library going to look next year? Five years from now?
- Public information—Taxpayers need to know what's happening before they will support you.
- Budgeting—A more time-consuming task than the week or two often allotted to it.
- Personnel—Is staff motivated? Does staff know what it is supposed to do? Are goals and objectives backed up by specific action plans which can be monitored? Does it know where it stands via performance appraisals and the like?
- Public relations and funding—Are various potential funding sources being tapped? Is the Council or Board of Finance, or Mayor or Selectman truly on the library's side, and if not, what can be done about it?

There are plenty of other administrative tasks to keep him or her busy if the above doesn't. Is the building in good shape (attractive, clean, inviting)? Are policies clear, written up, sensible? Are there special "headaches" which need to be taken care of? Are new services needed? Should old ones be evaluated?

I suspect the reason some directors are not decently paid is because instead of tackling these difficult questions with care and yes, love, they are spending their time performing the kind of tasks which Ballard is advocating!

JOSEPH A. RUEF, Windsor (Conn.) Public Library

New director praises Ballard style

AS A NEW DIRECTOR OF A SMALL public library, I found Thomas H. Ballard's "Delegating Away the Peter Principle" (Dec., p.734–36) good food for thought.

One of the more significant advantages of my job is that I am gaining administrative experience in librarianship as well as maintaining and further developing my professional and public service skills. As Ballard points out, a small library has no choice. Ballard has proposed an effective administrative style to the library director that will benefit both the individual and the organization he/she serves.

GWENN NEVILLE, Mt. Zion, (Ill.) Township Library

Actual publisher clarified

AS DIRECTOR OF THE PROJECT THAT resulted in the rehabilitation, preservation, and publication of the 800-volume *Dictionary Catalog of The Research Libraries of the New York Public Library, 1911–1971*, I appreciated seeing the news item "Rebirth of 9.5 million beat-up cards" in the November issue (p.651) announcing the completion of this project.

I do not know the source of your information, but some correction perhaps ought to be made. The statement that the project "claimed to be the most massive bibliographic publishing venture ever" seems to be attributed to me. Certainly the project was one of the most massive projects of its kind ever undertaken, but this extravagant wording is not mine. Then, there are two references to G.K. Hall and Co. of Boston as publisher of the catalog. As the imprint on the title page of each volume indicates, the publisher of the catalog was the New York Public Library, Astor, Lenox and Tilden Foundations. The imprint also carries the name of G. K. Hall and Co. as printer and distributor.

JAMES W. HENDERSON, ALA member, New York, N.Y.

ALA straddles fence

THE OFFICE FOR LIBRARY PERSONnel Resources statement (Dec., p. 743) helps to explain but certainly not to justify ALA's silence on the Merwine case in particular and professional degree requirements in general. At some point ALA will have to get off the fence it has been straddling, and come out first in favor of quality assurance in education and then an insistence on that achievement. If it fails to take such a stance as other professional societies have done, ALA could become rapidly irrelevant to the process of determining what it takes to be a librarian.

What I find most disturbing in the OLPR statement is the suggestion, quoting Eleanor Holmes Norton at the 1982 ALA Annual Conference, that there is a need to reconcile high professional standards with those of equality. I see no such conflict, and I believe that to argue there is one is to argue that some groups need special ground rules because they can't meet regular ground rules. That smacks of racism and sexism, and I don't think we can accept either. What is needed for minority candidates seeking professional status is the chance to succeed. If we argue that the accredited MLS is the most direct route to professional success, then what we need to provide is the opportunity to achieve that MLS.

Libraries which desire to advance worthy minority candidates should provide these individuals the opportunity, through a range of options from release time to subsidized tuition, to obtain the educational experiences which we deem appropriate. I cannot evade the feeling that some institutions prefer to waive requirements because that course is more attractive to the candidate, and faster and cheaper for the library.

The reliance on job-relatedness as an exclusive determinant of needed skills may work for certain narrowly defined tasks, but it has little relevance if there is a need to measure conceptual understanding—the very thing almost never taught on the job. It is sad to note that at the very time when educators are being applauded for insisting on greater educational rigor for those who seek to teach, OLPR appears to be participating in the search for loopholes.

It is, of course, true that ultimately the determination of educational qualifications becomes a legal issue, but I find it unthinkable that we have not insisted on both our right and obligation to advise both employers and judges in the areas of our own expertise.

HERBERT S. WHITE, ALA member, Indiana University library school, Bloomington

ALA's role positive and active

"ALA, THE MLS, AND PROFESSIONal Employment" (Dec., p. 743) was not intended to explain why ALA did not testify in the Merwine vs. Mississippi State University case, *only* to illuminate employee selection considerations in general. The Merwine case (July/Aug., p. 442, 444; and this issue, p. 72) is but one of the circumstances that is intensifying the discussions involving the use of the MLS as a hiring requirement.

The quotation from Eleanor Holmes Norton was also not intended to imply that some groups need special ground rules. We agree with Herb White that the profession needs to assist worthy minority candidates in achieving success rather than waive requirements for those who do not meet the minimum qualifications.

ALA is not now, nor will it be, irrelevant to the process of determining what it takes to be a librarian. Council Document No. 10, "ALA, the MLS and Professional Employment," presented at the Midwinter Meeting in January by Keith M. Cottam for OLPR, points out ALA's positive and active role in the process of accreditation and support of

the MLS. It also elaborates further on specific steps employers can take to determine real job requirements and applicant qualifications. A copy of this document can be obtained by sending a no. 10 SASE to OLPR/ALA, 50 E. Huron St., Chicago, IL 60611.

MARGARET MYERS, ALA member, Office for Library Personnel Resources

Filing rules defy numerical order

WHENEVER THE AMERICAN LIbrary Association publishes a book of rules, these rules tend to become the standard in the library world. That is why it is important to make such rules as nonequivocal as possible.

A recent book of this nature is *ALA Filing Rules* of 1980 *(ALAFR)*.

The problem is that *ALAFR*, instead of applying one rule to all numeric strings, allows for two different rules. A string such as 0.25, for example, is filed before 1; but the string 1/4, although equivalent in numerical value, is filed between 1 and 2. In fact, *ALAFR* would have us file

.25 liter
1 o'clock
1/4 liter
2 phase flow

and call the result "numerical order."

Since this order conflicts with what the rest of the world considers numerical, the ALA ought to publish a rule change correcting the conflict. Or else explain publicly that the questionable arrangement of numbers resulting from the application of *ALAFR* was intended.

HERBERT HOFFMAN, Santa Ana (Calif.) College

Factious fractions not seen yet

Ed. note: AL editors shared Herbert Hoffman's letter with William A. Gosling, who was president of the Resources and Technical Services Division when the ALA Filing Rules *were published. His response follows.*

DUKE UNIVERSITY LIBRARY USES these rules in their catalogs and finds them easy to apply. They were designed to file as a computer files, based on characters and spaces that are present with no interpretation or intellectual reorganization. Perhaps this is why they may be causing some confusion in Mr. Hoffman's library.

We have over 7,000 numerical cards filed in our public catalog, but have yet to encounter the fractional numbering in question.

We have encountered no problems with using these rules; in fact the departmental librarians have refiled their entire catalogs by the 1980 *ALA Filing Rules*. We have also refiled our serials catalog and serials microfiche records by this new system. It is the system we anticipate using in our online catalog as well, so it is helping to educate the public to the structure that will be encountered in the computerized catalog. Thus far, user acceptance is favorable and sometimes enthusiastic.

One solution for Mr. Hoffman may be to adopt a local rule-exception for numerals, arranging them in the order which he feels would be most understandable to his patrons. This would be parallel to the numerous rule interpretations that libraries have adopted for the application of *AACR2*. While such rules are considered national standards, local systems do allow for these local practices.

I hope this information may enable Mr. Hoffman to handle locally the problem which he perceives with these rules. From our experience, we see no need to change the rules as published.

WILLIAM A. GOSLING, ALA member, William R. Perkins Library, Duke University, Durham, N.C. □

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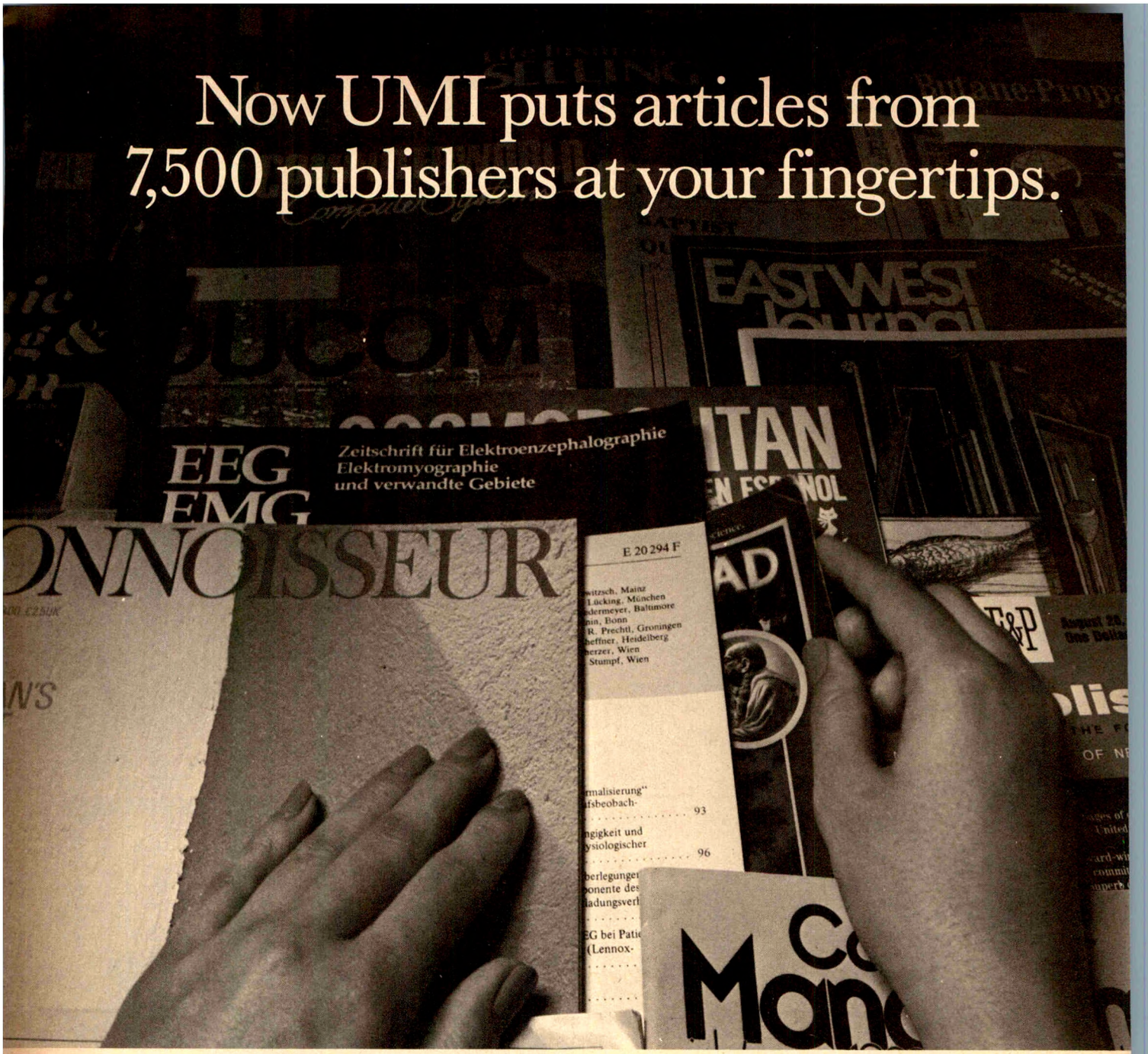

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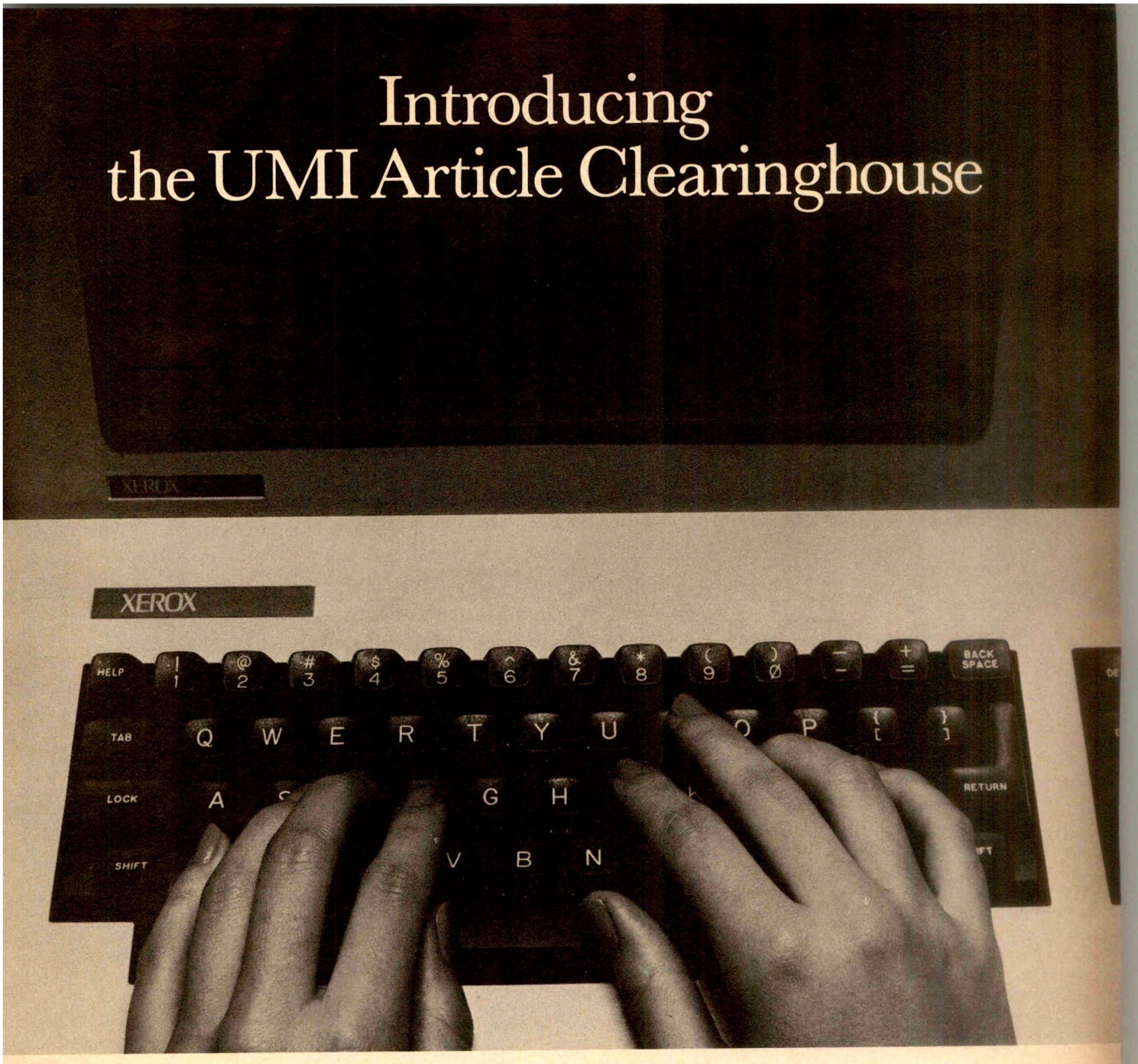

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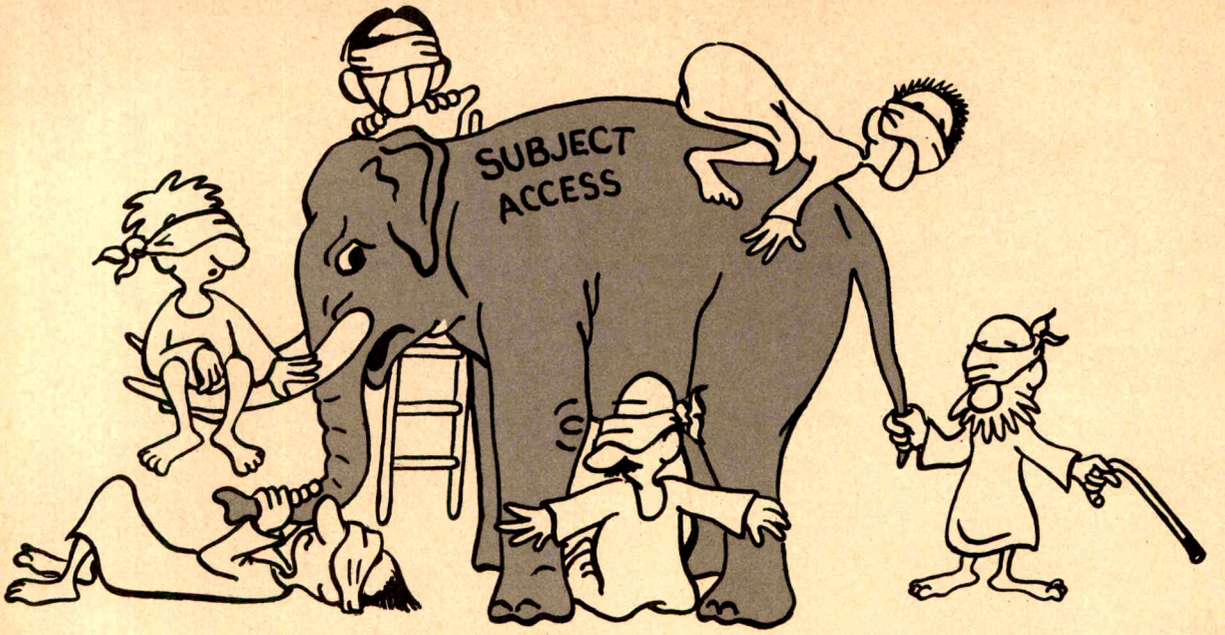

Bion Smalley

A fable of mixed perceptions illustrates the challenge before us.

MODERN SUBJECT ACCESS in the Online Age

by Pauline Atherton Cochrane

Editor's note. Providing subject access to information is one of the most important professional services of librarians; yet, it has been overshadowed in recent years by AACR2, MARC, and other developments in the bibliographic organization of information resources. Subject access deserves more attention, especially now that results are pouring in from studies of online catalog use in libraries.

We learn from these studies that a great majority of online catalog users—in all types of libraries—are doing subject searching; but often they cannot find related subject terms and cannot easily reduce or increase their search results.

To help professionals understand the present state of subject access and identify and address its problems—especially in the online environment—*American Libraries* asked Pauline Cochrane, professor in the School of Information Studies at Syracuse University and noted author, researcher, and teacher in the area of subject access, to develop a continuing-education series, or "course," on the topic.

In last month's *AL*, Prof. Cochrane offered these objectives:

"Given the impetus to change a library's catalog from card to online, and given the recent findings that most users of online catalogs are searching by subject, this course is designed to help any and all professionals: 1) understand the effects that online systems may have on traditional processes and services in libraries; 2) prepare to aid in the design, use, and teaching of online public-access information services; 3) understand and influence some of the political and professional issues surrounding these services; and 4) grasp the range of opinions and theories about subject access."

In this first of five course installments, Cochrane describes various perceptions of subject access and how they affect our mission. —*S.E.B*

* * *

ATTEMPTING TO DEFINE "SUBJECT ACCESS" brings to mind the well-known fable of the blind men and the elephant. In the fable, each blind man touches a different part of the elephant and comes away with a limited notion of it. Only when the men compare and discuss their perceptions do they begin to understand the "whole animal."

So it is with subject access. At a 1978 conference on the topic[1] it was obvious that several participants who offered definitions of subject access (see box at bottom of p. 81) were not talking about the same parts of the "animal." Each definition may have presented only a portion of the complex set of operations that comprise subject access.

In this five-part continuing education course on modern subject access, we will attempt to keep the whole animal in view. However, the complexity and changing boundaries of the topic make it difficult to begin with a comprehensive approach. It may be more helpful to present several points of view, open discussion, and summarize the results. Therefore, the order of presentation in the course will be: focus on different views of subject access, discussion, illustration, background readings, and summary.

FOCUS: Different views of subject access

1. The systems analyst's view

Those who view subject access in terms of end products (such as catalogs or indexes) or inputs (such as documents or other items containing information) usually focus on cataloging or indexing as primary system operations. Such a view presents searching as something the system does for users, as we see in Figure 1 (right) from F. Wilfrid Lancaster's book on information retrieval.[2] In this view, catalogers, indexers, and systems analysts can pinpoint areas needing improvement in the system they control.

The systems analyst's view of subject access considers as very important such factors as the depth of indexing (the number of subject headings assigned to a document); the size of the document collection; the nature of the vocabulary required to access the system (subject authority files such as the *Library of Congress List of Subject Headings* or the *ERIC Thesaurus*); and the rules and procedures required for indexing and searching a particular database.

The systems analyst's view dominates writing on subject access in library journals aimed at catalogers, indexers, systems analysts, and other technical services personnel, e.g., *Library Resources & Technical Services*, *The Indexer*, and *Information Technology and Libraries*. However, this view ignores complex issues involved in the interaction of the user with the system when an intermediary is not involved in the subject access process.

2. The user-oriented view

Those who focus on the user of the system in discussing subject access emphasize characteristics of human information processing, the user's response to stimuli provided by the index or catalog, search results, the relationship between user and machine (user-machine interface), and often the role of the librarian intermediary in subject searching.

(Continued on p. 82.)

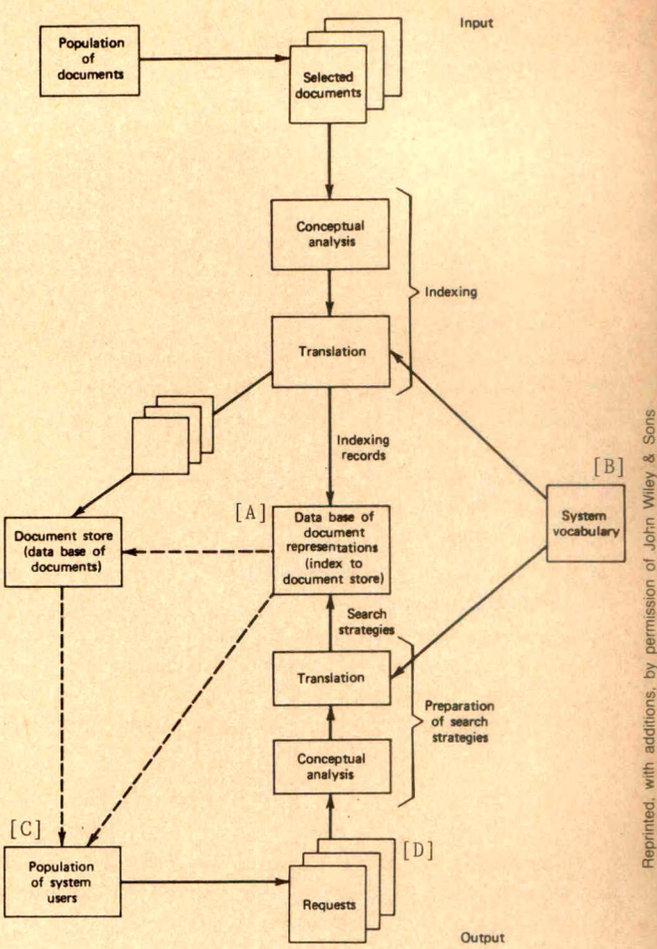

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Figure 1. A systems analyst's view of subject access

The production of the *database* [A] is the central focus in this view. *Indexing* and *searching* are portrayed as mirror-image operations controlled by the *system vocabulary* [B]. The users [C] are served, but are viewed as outside the system, only submitting requests to [D] and receiving output from the system.

Some definitions of subject access from a 1978 conference

1. The *ability to find out about* pink elephants, magenta pachyderms, or light red mammoths, i.e., to *find information*, or *references to information*, by topic, at varying levels of specificity, no matter what the form of the material: book, article, conference paper, patent, report, tables, drawings, photographs, bibliographies, etc.

2. *Access to topical information/material by means of* descriptors or numerical or letter/number notations in an index or catalog.

3. *Access to a document by means of its actual content* as contrasted to access by means of its title, author names, and routine identifying citations. Subject content is usually referenced within the document title but often in a very narrow sense. Subject access provides many additional routes to the document not available via the title alone. Subject access places the content of a given document *in a relationship to other documents* with the same or similar content. Unlike a formal title, subject access is amenable to vocabulary control. Such control results in more ordered, more efficient, and less costly searching.

4. Subject access means the *use of words, phrases, or symbols to represent the intellectual content of recorded knowledge for purposes of organization and retrieval.*

5. *The means by which any given collection* of information *may be searched by subject,* topic, theme, key word(s), or element within a bibliographic entry other than author, title, etc.

6. The *approaches to subject matter in a collection.* The approach may be *systematic* (as in the classified arrangement of books on a library shelf) or *topical* (as in the subject headings in the catalog) *or* the approach may be *natural* or *free* (as in the title words or words in an abstract or subject description if they are used for matching query words).

Some terms used in discussing subject access

controlled-vocabulary indexing system—A system in which the indexer, in assigning subject terms to works, is limited to a list of terms called the index vocabulary.

free-text retrieval system—An online system that stores and searches the complete text of documents. Logical combinations of words appearing in the text can be used in subject searches.

index—a systematic guide to the contents of a document or group of documents consisting of an ordered arrangement of terms and symbols that allow access to the contents of the documents.

input—The data to be entered or transferred into a data processing or computer system for processing.

keyword—A significant word in the abstract, title, or text of a work that is used for retrieval of information from the document by subject.

output—The results of processing done by a data processing or computer system. A printer terminal is one type of output device.

subject authority file—A set of records indicating the authorized forms of, and references to and from, terms used as subject headings in a particular set of bibliographic records.

systems analysis—Process of studying an activity to determine its goals and objectives and the best way to accomplish them.

—From the *ALA Glossary of Library and Information Science,* ALA, 1983.

(Continued from p. 81)

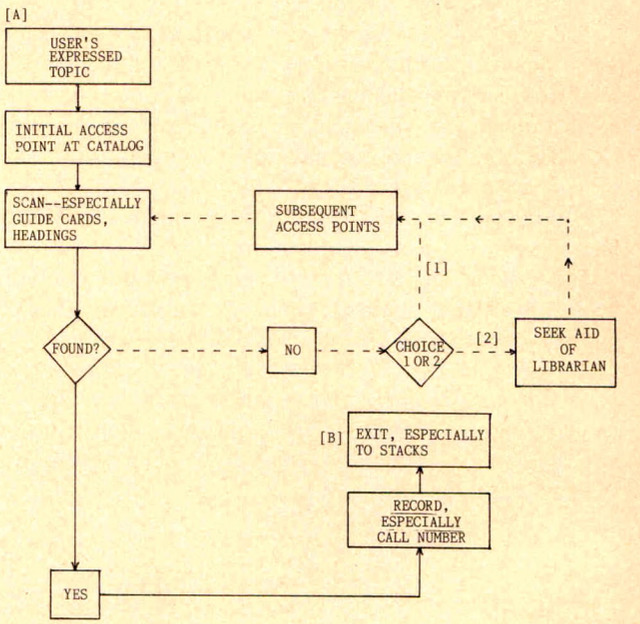
The user-oriented view tends to overlook the influence of product design on subject searching, i.e., the possible interaction between the database, the vocabulary required to access the database, and the user's question.

The "world view" of this group is never neat and tidy, is barely chartable, and usually ignores such factors as the complexity of the system, the format of the database, and the nature of materials in the database. The group focuses on what the searcher does before, during, and after a search. Figure 2 is a model of the subject access process with the focus on the user from a recent report by Karen Markey.[3] Models like this are often found in such journals as *RQ, Online,* and the *Journal of the American Society for Information Science*. Models vary greatly.

3. A consolidation

In this course, we will consider all views that define subject access as a process of finding information through a formal information tool such as a catalog or index, regardless of the technology used. We will emphasize the changes that occur in the subject access process as users move from card catalogs and printed indexes to online catalogs and bibliographic retrieval systems, where subject access is possible through controlled vocabulary as well as "free text" keyword searching and users can access a single database or several databases at one time, with or without the help of intermediaries.

To illustrate this complex subject access environment, I have modified a chart from Charles Hildreth's recent book on online public access catalogs.[4] In Figure 3, as in Figure 2, the focus is the user, but the number of background operations that provide subject access has increased. The concurrent production of catalogs and indexes, abstracts and online databases, in



Adapted with permission of OCLC, Inc. from *The Process of Subject Searching in the*

Figure 2. A user-oriented view of subject access

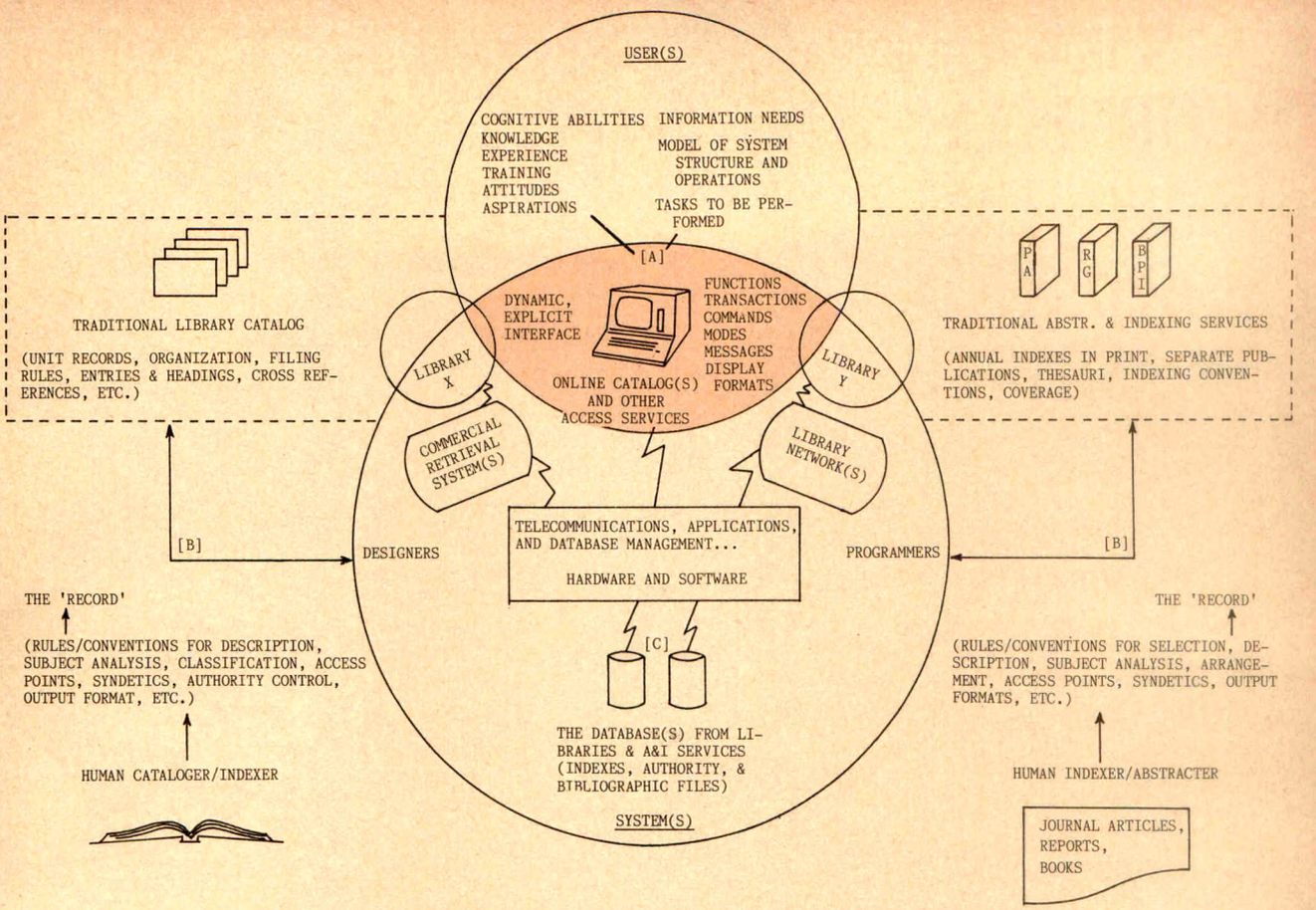
This view shows that subject access is not the straightforward operation depicted in Figure 1. Between *"request"* [A] and *"exit"* [B], the user must make decisions to scan, refine, seek aid, and choose additional access points. Even if there is a match between the user's initial access point and terms in the catalog, there may be many repetitions of the scanning process until a certain (undefined) number of information items are found. Most of these *user* operations had been outside the systems view until online catalogs allowed perusal of user/system transaction logs, and librarian/intermediaries began conducting online searches for requestors.

Subject access in the online environment

Many researchers have already examined and written about online catalogs and their development. However, online subject access has not received the attention it deserves in light of results of online catalog use studies. These studies show that subject searching in the online catalog is the most frequent user activity and the area of most user problems.

By discussing online subject access in a continuing education context, we hope to address problems users have with online subject access. We also hope to make the library community aware of possible improvements to online subject searching by covering the following topics in this course:

1. Subject access before and after online systems
2. Catalog features that influence subject access, with some discussion of online information retrieval
3. Catalog redesign for improved subject access; the use of authority files as aids to the searcher; the role of individual online catalog designers, the Library of Congress, Committee Z39 of the American National Standards Institute, vendors, researchers, etc. in catalog design
4. New technologies and their impact on subject access; the variety of users and uses of online systems
5. Issues, trends, proposals—converging or diverging goals for integrated library systems and online subject access



Adapted with permission of OCLC, Inc. from *Online Public Access Catalogs: The User Interface* by Charles R. Hildreth.

Figure 3. The environment in which subject access takes place today

The focus of this figure is the user/system interface at the online catalog(s) [A]. In the background are the traditional operations of cataloging and indexing, the creation of "records" [B] which are put into traditional catalogs and printed indexes, as well as into the databases [C] of computer-based systems. All of these parts make up the subject access apparatus we use today. The challenge before us is to put the parts together so as to make the apparatus easier to use.

networks and in individual libraries, is the complexity of operations that is modern subject access. These components are interrelated, thus changes in any one may affect many others.

It is my hope that the consolidated view will point up the consequences of the lack of standardization in loading cataloging records into various online catalogs, of maintaining subject authority files as if they were used only in card catalogs or printed indexes, and of failing to standardize user commands for online catalogs. The lack of standard user commands may be endangering the entire subject access process, because users attempting subject access may use different online catalogs at different times.

These same users may switch from a printed index to an online index, with or without a librarian's help. In their attempt to find information, to search a collection, to relate items retrieved in various searches, they are engaged in subject access as we will view it in this course.

The spectrum of activities represented in Figure 3 deserves our attention now. Figure 3 shows subject access in transition, with users of information services as the focus, rather than the cataloging record, the authority file, or the item of information. I like to think that Figure 3 represents the view of the seventh man in the tale of the six blind men and the elephant—someone who can see the whole and place the parts in perspective.

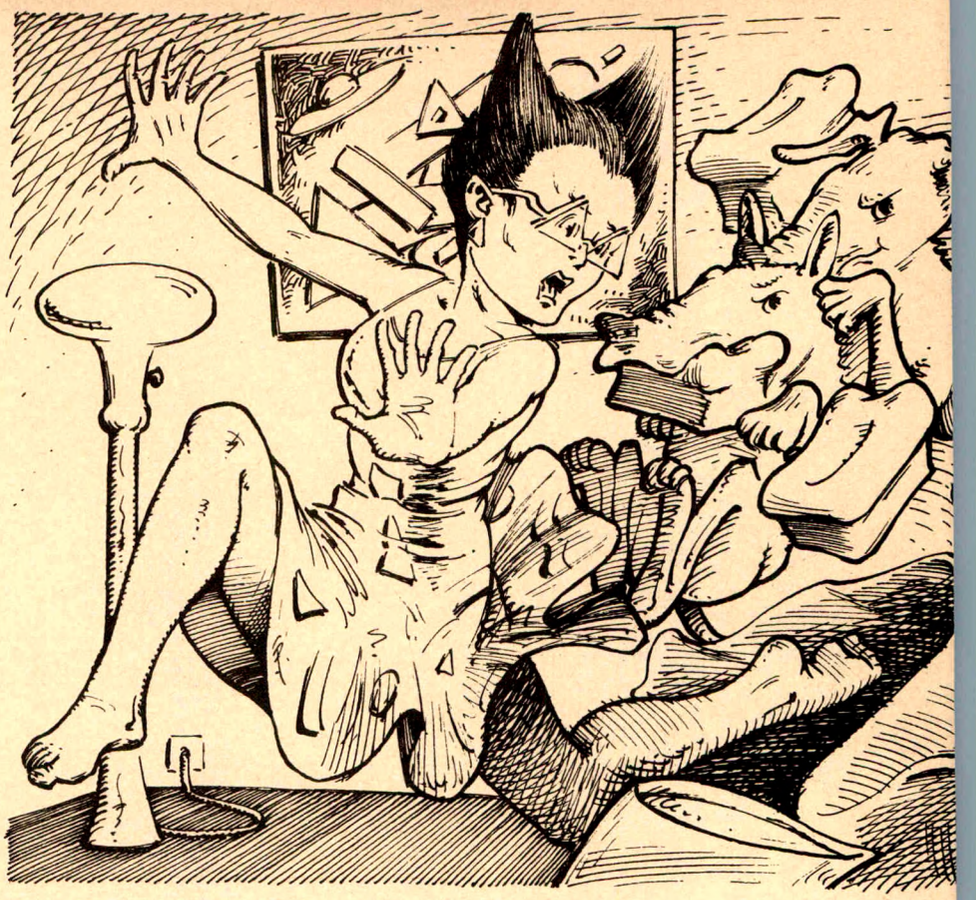
* * *

This first part of our course reflects my own approach to modern subject access,[5] but I have drawn upon the thinking of other writers in the field. In subsequent parts of the course I will cover the topics listed earlier and include other people in the discussion. I welcome your comments. □

Notes

1. *The Subject Access Problem—Opportunities for Solution*. Report of a Workshop held 18–20 October 1978, sponsored by the Committee for the Coordination of National Bibliographic Control, Council on Library Resources. Washington, D.C.: The Council, July, 1979. 46 p. ED174265.
2. F. Wilfrid Lancaster. *Information Retrieval Systems: Characteristics, Testing, and Evaluation*. 2nd ed. New York: John Wiley & Sons, 1968, 1979, p. 8.
3. Karen L. Markey. *The Process of Subject Searching in the Library Catalog*. Dublin, Ohio: OCLC, 1983, p. 85. ED231 390.
4. Charles R. Hildreth. *Online Public Access Catalogs: The User Interface*. Dublin, Ohio: OCLC, 1982, p. 42.
5. Pauline A. Cochrane. "Subject Access in the Online Catalog." *Research Libraries in OCLC: A Quarterly* (January, 1982), 1–7.; "Where do we go from here?" *Online* 5, No. 3 (1981), 30–42.

CORNELIA'S LAST INFORMATION SEARCH



she couldn't tear her eyes away from the bookscreen—could it truly be that she had caused what came to be known as . . . The Last Information Explosion?

By NORMAN STEVENS

IT WAS TRULY REMARKable, thought Cornelia Henry, to note how far society had come in the past 200 years in dealing with information. She was thinking about the speech that she, as president of the Universal Libinfosci Association, was scheduled to make as her inaugural address. That address would mark the 200th anniversary of the Association, which traced its origins back to the founding of the American Library Association in 1876.

Her theme, she had long since decided, should indicate that the elusive goal of making every piece of information ever generated instantaneously available had at last been achieved. That had been set as a long-term objective at the White House Conference on Information held in 2020, shortly after the realization of the paperless information society. Many more difficulties had been encountered than anyone had foreseen in those halcyon days, but at last, with the completion of the amerinfosystem in 2075, that goal had become reality.

Her speech, Cornelia reflected, should have a homey touch, demonstrating that full and free access to every conceivable piece of information affected everyday life. She concluded that the best way to give her speech would be to state briefly how, in her own life as an ordinary citizen, total access to information impacted on a single day's routines.

As she thought back on the things she had done last Saturday, Cornelia jotted down notes on her portable telescreen. She selected four activities to demonstrate her point.

The first thing she had done that day was to sit down at her home office box to register with the local authorities the dog, tentatively named Prince, given to her earlier that week. Accessing the local authorities enabled her to do just that. It simultaneously gave her access to the Universal Dog Registry that contained information about all dogs ever registered in the United States. Deciding first to review her choice of a name, Cornelia had found herself working through a maze of information about dogs named Prince. She had spent a blissful 15 minutes manipulating the data. She had, she recalled, been on the verge of abandoning the name Prince, because of the innumerable times it had been used, when she discovered that one of her distant maternal ancestors, one Augustus Henry, had owned a dog named Prince in Boston in the late 1890s. Pleased with the association, she had retained the name and registered the dog as Prince. She marvelled at how even the most trivial information was, indeed, useful.

Next on that day Cornelia had prepared her preliminary grocery list. She was still old-fashioned enough to prefer going to the store rather than simply entering her order into her home office box and having it delivered. Still, the preliminary list was of considerable help. First, naturally, she had recalled her home products inventory file and reviewed it to see whether or not the preselected items on the preliminary list were ones she actually wanted. Next, she matched the edited list against her weekly menu file; she had to be certain the right ingredients would be available. Finally, she reviewed the files of new products, market specials, and family preferences to see what else she needed.

Entering one of the daily market specials, Sunrise Bread, Cornelia was startled to learn that when she had last purchased Sunrise Bread, two years ago on a similar special, it had been stale.

Norman Stevens is chief librarian of the University of Connecticut Library in Storrs.

Jim Flynn

She decided not to purchase that bread after all. As she worked that into her speech, Cornelia noted how total access to information, even of the most personal nature, assisted in making choices.

She had better include at least one example of how information guided the citizen in her professional life. She thought back to the Saturday she had voted, via her satellite telescreen, on questions before the ULA Executive Board. Taking, as a simple example, the question of whether or not to endorse the latest equal rights amendment, Cornelia recalled how the telescreen had given her instant access, before she voted, to all previous votes in the Association on that and similar issues going back to the late 1900s. She had spent an entertaining half hour manipulating the data before deciding to endorse the amendment—largely on the basis of how previous presidents of the Association, or at least those whom she respected, had voted.

Cornelia decided that for her last example she would deal with information and leisure. What would be more natural, given her audience, than reading? She remembered with pleasure the current bestseller she had started to read in bed that Saturday night on her portable bookscreen. *Death Comes to All* was a complex novel, but the universal literary information file had automatically provided detailed notes on all aspects of the book explaining even the most obscure references. Cornelia marvelled at how total access to information made complex works understandable to the average person and enabled authors to challenge the reader.

•

It was, Cornelia observed, the best of all possible information worlds. The goal of total access to information had been well worth waiting for. Its positive impact on everyday life could be clearly demonstrated. She and the ULA could be justly proud of the role they had played in achieving such a wonderful goal. "Total access to information has liberated our minds," she thought aloud. Yes, that statement would be an excellent opening for her speech.

Pleased with the progress she had made in preparing her speech, Cornelia indicated to the telescreen that she wanted her notes stored, then set the device aside. There's just time enough before lunch to finally finish reading *Death Comes to All,* she thought, and she picked up her portable bookscreen.

•

Alas, the entry of thousands of grocery lists that morning had once and for all overtaxed the capacity of the amerinfosystem's central controllers, causing what came to be known as The Last Information Explosion. The filters in those controllers, patterned after the complex mechanisms in the human brain that enable people to sort out just the information they wish to recall, had simply collapsed. The result was a massive unsorted jumble of information.

Unaware of this failure, Cornelia picked up her bookscreen and prompted it to return to the exact point in *Death Comes to All* where she had dozed off the night before. The bookscreen did so; but what followed was a nightmare.

The first word of the next sentence was, unfortunately, Prince. The information system switched her to the Universal Dog Registry and began a series of complex prompts to dogs named Prince from all parts of the United States since 1865.

It took Cornelia, even as an expert, more than 10 minutes to work her way through the information. What had been entertaining when she was mildly interested in dog names became frustrating when she was trying to read a book. She managed to return to the novel's text and complete that first sentence.

The next sentence contained a reference to an obscure twentieth-century novel, *The Sun Also Rises*. The system transferred Cornelia to the ill-fated world of Sunrise Bread, as well as to a variety of dogs named Sun, complete tables of sunrises, and other astronomical data about the sun. The history of her purchases of a loaf of Sunrise Bread, the financial status of the company, its sales record, and a vast array of other information overwhelmed her. To dispose of this nonsense took her 20 minutes.

Cornelia noted with dismay that the next sentence began with the words, "The Association . . ." She hurriedly turned off the bookscreen fearful of the terrors that lay down that path. Did anyone care about all those voting records likely to have inundated her?

•

Contemporary society ground to a halt with The Last Information Explosion. Americans found themselves flooded with information at every turn. They were unable, or unwilling, to make simple decisions, or to pursue simple pleasures, because the amerinfosystem insisted on demonstrating the most minute interrelationships of information. Every word, it seemed, conjured up a wealth of associations that had to be recalled, displayed, analyzed, and worked through.

Cornelia found herself summoned to the hastily called Fifth White House Conference on Information designed to deal with this crisis. Preparing to address the delegates, she found herself recalling the sentence she had selected as the introduction to her inaugural address: "Total access to information has liberated our minds." Now that sentence would never be delivered. Instead she found herself articulating a new information goal. How long, she speculated, would it take the distinguished libinfoscientists, who had labored so long to achieve total access to information, to achieve a new goal: freedom from information? □

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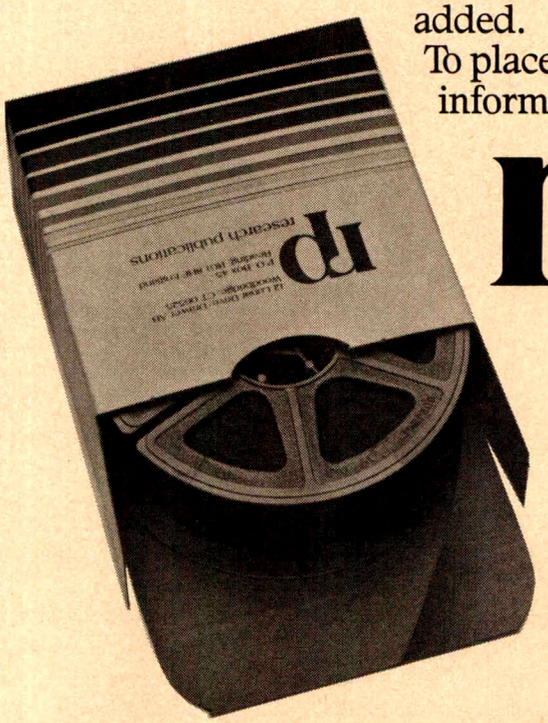

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library life

Library staff try to concentrate on their cards, and not annual report statistics, as they play a round of gin rummy at the Tulsa-City County Library System. Pictured are, from l. to rt., Joan Richardson, head of reference; Craig Zapatos, East Regional librarian; and Susan Baird, head of circulation.

An annual report not to be discarded

Winning the deserved attention of librarians and patrons throughout the Tulsa City-County area is that library system's 82–83 annual report: a deck of playing cards.

An attractive open-book design, in red and black, decorates the back of the cards. Each face pictures a different branch or department at Central Library and reports its 1982–83 highlights or achievements. Cards also include statistics, photographs, and names of key library supporters.

Traditional card suits have been changed to depict library patrons and materials: red suits represent a film and America's library symbol, black suits show open books and records.

So far staff members have used the decks to decorate the library Christmas tree or to play cards during break. Some get special pleasure out of declaring, "Jokers wild," for Assistant Director Richard Parker, in full clown make-up, posed as the Joker.

Cathy Audley, head of public relations, reports: "We've had dozens of letters in response, including one from the president of a local company who read about our public-access computer center on one of the cards. He was so enthusiastic that he offered the library another microcomputer."

Audley told *AL* the cards were produced at a cost of $1.50 per deck and 2,000 were printed. To order, send a SASE, with 40 cents postage, to Cathy Audley, TCCLS, 400 Civic Center, Tulsa, OK 74103.

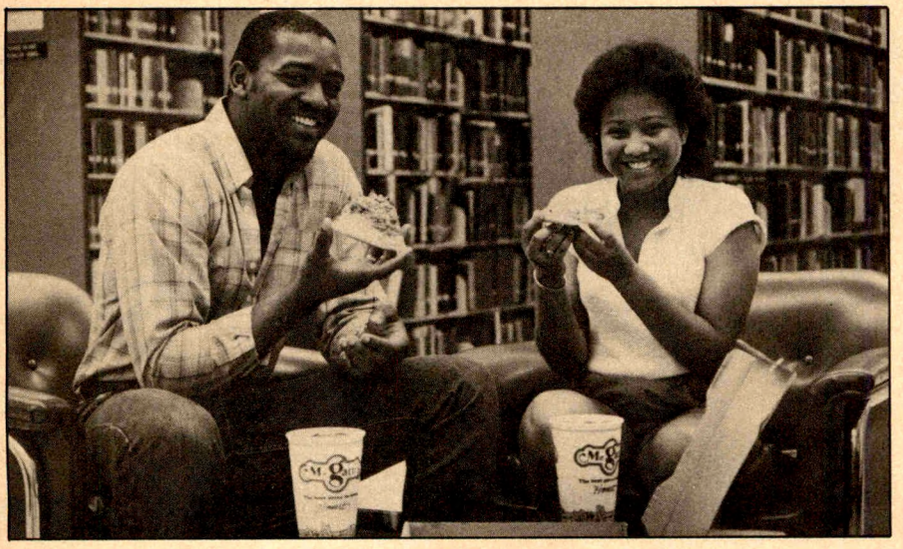
Blue Bee buzzes about books

It had a round, fuzzy, blue-striped body, stood about five feet tall, buzzed around libraries, and could only be seen by children who liked to read.

It was the Big Blue Bee, a new live mascot developed for Children's Book Week at the Bucks County Free Library in Doylestown, Pa.

"We wanted to have a tangible character, who would combine fun, creative presentations for children with an emphasis on the importance of reading," says Marianne Gilmour, children's coordinator. The Big Blue Bee has long been the symbol used for children's activities in the Bucks County Free Library branches.

The new mascot is scheduled for another round of appearances during National Library Week. Meanwhile, children have been alerted to watch for the Blue Bee in parades.



Samantha Guidry treats her date, Dennis Derouen, to a pizza and a coke that she won during a library contest at McNeese State University in Louisiana.

Pizza contest teaches students library use

Nearly 500 students at McNeese State University in Lake Charles, La., participated in a pizza give-away contest recently that helped them learn how to use the library.

Sponsored by the Friends of the Library and a local pizza restaurant, the contest required students to answer a written quiz of 10 questions about entertaining trivia and location of library materials. The contest ran from the beginning of the autumn 1983 semester until Nov. 18.

Richard Reid, Frazar Memorial Library director, commented: "Not only did the contest benefit the students, but it was also great PR for the library." The athletic department announced winners during football game halftimes. More than 50 pizzas were awarded.

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For March issue, call 312-944-6780 x326 BEGINNING FEBRUARY 10. Listings taken BY PHONE AS SPACE PERMITS. 10 lines maximum (approximately 100 spaces per line). ALA institutional members receive 10% discount.

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HEAD OF YOUTH SVCS. Resp. for plng., dvpg., & implementing children's & YA svcs. for the main lib., & coop. w/the ext. ln. in plng. & coord. youth programs & svcs. for 2 branches & 2 bookmobiles. Seeking an energetic, flexible, resourceful, & innovative person committed to coop. & grp. problem-solving. Interest & exp. in programming & an ALA-accred. MLS req. Salary $17,112-$19,812. Appl. deadline: March 15. Apply to: Charles E. Bates, Dir., Pueblo Lib. District, 110 E. Abriendo, Pueblo, CO 81004; 303-544-1942. An EEO employer.

HD., ADULT READING DEPT. The Baldwin P.L. in suburban Detroit community of Birmingham, Mich., seeks a highly motiv. dept. head w/an MLS from an ALA-accred. lib. schl. This 40-hr. position in the adult rdg. dept. supervises 3 profs. & has resp. for bk. selection (annual budget $80,000), AV selection of records, cassettes, & video cassettes (annual combined budget $9,000). An interest in community involvement & active prog. plng. & promo. is a must. Applicant must have a min. of 5 yrs.' exp. after the MLS & possess demon. org'l. & supvsy. abil. Salary range $20,880-$23,135. Pos. available April 1. Deadline for appl. March 15. Send resume to: Baldwin Pub. Lib., Box 3002, Birmingham, MI 48012.

PHOTOGRAPH CATLGRS. (2 positions). To catalog hist'l. photographs for 2-yr. NHPRC proj. Qual.: MLS or BA in hist., art hist., or related fld. Exp. desirable. Salary range $11,000-$13,000, plus ben. Send resume to: Photographs Ln., Oregon Historical Society, 1230 SW Park Ave., Portland, OR 97205.

LN. Oppty. to manage all aspects of an intern'ly. important botanical lib. Lib. trng. & admin. exp. in a lib. necessary. Emph. in resp. will be the acq. of botanical lit., supvsn. of cat'lg., consrvn., & archives prog., & supvsn. of the lib. staff. Resp. will also incl. prep. & maint. of dept'l. budgets & wrtg. grant proposals. Sal. range $25,000-$30,000. Send res. to: Persnl. Dir., Mo. Botanical Gardens, POB 299, St. Louis, MO 63166. An equal-oppty. employer.

CIRC. LN. Lib. srvg. 2 colleges skg. dynamic person to head circ. dept. of 5 w/20+ student assts. ALA-accred. MLS req. Supvsy. exp. highly des. Sal.: $15,200-$16,300. TIAA/CREF, Blue Cross-Blue Shield. Starts immediately. Send res. & names of 3 ref. by Feb. 24 to: Jack Ray, Asst. Dir., Loyola/Notre Dame Lib., 200 Winston Ave., Baltimore, MD 21212.

ASST. HEAD, West Campus Undergrad. Lib. Manages circ. oper.; supervises 4 staff & large no. of student assts. in circ. & proc'g., incl. hiring, trng., & eval.; prov. ref. svc. to undergrads. & fac., & is a prin. participant in lib. instruc. prog. for freshmen; resp. for collec. dvpt. in assigned areas. Rpts. to hd., West Campus Lrng. Lib. Lns. hold fac. rank & must meet univ. reqs. for tenure & promotion, incl. research, publication, & svc. Req.: ALA-accred. MLS; 2 yrs.' relev. exp., pref. in ref. &/or bibl. instruc.; demon. interest in wkg. w/fac. & students; abil. to communicate effec. orally & in writing. Desirable: supvsy. exp. Salary: $18,360-$20,400. Apply by March 1 to: Sharon A. Sullivan, Persnl. Ln., Ohio State U. Libs., 1858 Neil Ave., Columbus OH 43210. Incl. names & add. of 3 ref.

HEAD OF EXT. Supvsn. of branches, bkmbl., outreach svcs. Strong mgr'l., supvsy., & plng. skills req. Pub. lib. exp. necessary. Salary $16,500-$18,500. Contact: Persnl. Dept., LaPorte Co. P.L., 904 Indiana Ave., LaPorte, IN 46350.

BRANCH MGR. of large, attrac., full-svc. branch in quickly growing suburban community. Intro. new ideas & approaches to deliv'g. lib. svcs. & mat'ls. to a setting svg. 50,000 pop. at anl. circ. rate of 300,000. Enhance full rng. of svcs. which br. now offers incl. pub.-acc. computers & active children's prog. Manage staff of 7, incl. small nearby br. Participate in systemwide activ. ALA-accr. MLS or equiv. exp. in trng. Open, congenial, positive people & svc. orien. a must. Creativ. using space & other resrcs. Willingness to try new approaches, to take risks. Supvsy. exp. & exc. org'l. abil. $20,000-$24,000 sal. Liberal insr. ben. 4 wks.' vacation. Fed. Cr. Union. By March 6, send res., ltr. of interest, & 3 work ref. to: Charlene P. Holly, Persnl. Mgr., Allen Co. P.L., POB 2270, Fort Wayne, IN 46801. EOE.

CAT. LN. Resp. for cat'lg. monogr. in all formats, card cat. maint., bibl. aspects of database & phys. proc'g. of monogr. Supervises 4.5 FTE sup. staff. ALA-MLS w/tech. svc. emph. Some supvsy. exp. req.; cat'lg. & LC class. exp., wkg. knowl. of Span. pref. Knowl. of computer appl. & exp. w/OCLC or other autom. cat'lg. syst. des. 12-mo. contract. Sal. from $16,000 dep. on qual. & exp. Good state ben. Biling.-bicultural border com'ty. Deadline: March 15 or until suitable candidate is found. Send res. & names of 3 ref. to: Dir., Yeary Lib., Laredo State U., West End Washington St., Laredo, TX 78040.

2 FAC. POSITIONS for fall '84. Asst. prof., 9-mo. Qual.: MLS + doctorate in lib. sci., info'l. sci., or rel. fld.; rec. of resrch. & pub., interest in tchg./advising & new curric./tchg. meth.; tchg./resrch. in some combin. of lib./rec./database/info. syst. mgmt., children's/YA lit. & svcs., spec./corp. libs./info. ctrs., w/other areas of interest incl. tech. svcs., info. sci., online svcs., gov't. docs., spec'lzd. bibl. courses. Sal. in low $20s. Please forward ltr. of appl., vita, trans. of acad. rec., & 3 ltrs. of ref., all postmarked no later than March 1, to: Bernard S. Schlessinger, Ch., Srch. Committee, Schl. of Lib. Sci., Texas Woman's Univ., Box 22905, Denton, TX 76204. EO, AAE.

CHILDREN'S LN. The Comstock Twnshp. Lib. serves pop. of 11,162 & is located in the Kalamazoo metro. area. A recently passed bond issue will prov. funds to dbl. the cur. size of the children's dept. MLS pref., 37-hr. week, $12,000 beginning salary. Resp. incl. overall dir. & supvsn. of children's dept., supvsn. of clerical persnl., prog. plng. & execution, selec. & cataloging of children's mat'ls., provision of rdrs.' guidance & ref. svcs. We are seeking a creative, versatile person w/good pub. personality & a strong commitment to children's svcs. Send resume, names of 3 ref. by Feb. 15 to: Shirley Kasson, Dir., Comstock Twnshp. Lib., 6130 King Hwy., Comstock, MI 49041.

ASST. SOCIAL SCI. LN w/fac. rank. Serve as a specialist in history, pol. sci., geog., & related flds. Select bibl. mat'ls. in these areas for the lib. Serve at ref. desk, prov. lib. instruc., maintain liaison w/subj. depts., & perf. computer srchs. in all areas of social sci. ALA-MLS; bachelor's or master's degree in the social sci., pref. in the areas of history or pol. sci. Ref. exp. in history/pol. sci. Good fringe ben.; 22 wkg. days' vacation & 8 holidays. Sal.: $17,400 min. For full consid., appl. should be rec. by March 1. Submit ltr. of appl. w/resume incl. names of 3 ref. to: Roscoe Rouse, Univ. Ln., Okla. State U.,, Stillwater, OK 74078. AA, EO employer.

YOUTH SVCS. LN. Creative, energetic person needed for ski resort/ranching community of 8,000. MLS req. Exp. pref. in all phases of lib. work. Salary range: $15,000-$23,000. Send ltr. of appl., resume, trans., & names of 3 ref. by Feb. 24 to: Diane Duquette, Dir., Bud Werner Mem'l. Lib., POB 774568, Steamboat Springs, CO 80477; 303-879-0240.

ASST. DIR. FOR TECH. SVCS. & LIB. SYSTS. Resp. to exec. dir. for oper. & policy formulation for acq., cataloging/proc'g., binding, pres., & periodicals rec.; oper. of computerized tech. svcs. (OCLC, CLSI circ. & acq., campus-oper. data prog.) & plng. & implem. of online cat.; consultation w/Dir's. Advisory Grp.; discharging fac. & community resp. Req.: ALA-accred. MLS or equiv.; signif. tech. svcs. exp. in acad. or research libs., signif. admin. exp. in tech. svcs., demon. abil. in persnl. mgmt. & oral & written communication. Desirable: additional grad. study, degrees; exp. in autom. proc'g. & more than one tech. svcs. area. Fac. rank & salary (min. $25,000) subj. to qual. 12-mo. contract. Closing date: Feb. 15 or until position filled. Send ltr., resume, & names of 3-5 ref. to: J. Daniel Vann, Exec. Dir., Libs. & Lrng. Resources, Univ. of Wis.-Oshkosh, Oshkosh, WI 54901.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Educational Notices: Line-by-line or display format. For price schedule, see Rates for Advertisement box in **Datebook.**

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: $5/line. ALA institutional members receive 20% off ($4/line).

Display: Boxes, larger type, prominent format. $50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10. For Positions Wanted, box numbers are free-of-charge.

To reply to box numbers, write: Box (number), c/o *American Libraries,* 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number **within 2 weeks of placement of advertising.** Later receipt will result in incomplete billing.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Ads by Phone

The following applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

1) Telephoned copy will be accepted **only at the discretion of the LEADS editor,** depending on time available.
2) **A surcharge** of $5 total for line-by-line and $10 total for displays will be charged for all accepted telephone ads.
3) All accepted telephone ads **must be followed by written confirmation, including full text of the ad,** within two weeks.

Late Job Notices

As space permits, Late Jobs are taken after the general copy deadline has passed. **By phone only, beginning 10th of the month.** $10/line. ALA institutional members 10% off. See complete instructions in section.

Consumer Classies

Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) $5/line, **multiple insertion discounts on total cost:** 2–5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

Address

Place all notices with Beverly Goldberg, LEADS, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; (312) 944-6780 x326.

JOBLINES

AMERICAN SOCIETY FOR INFORMATION SCIENCE Jobline: (202) 659-1737. To list a position, obtain a form from: ASIS Jobline, ASIS Headquarters, 1010 16th St., NW, Washington, DC 20036 or phone (202) 659-3644.

ARIZONA Job Hotline: (602) 278-1327. To list a position, write Arizona Job Hotline, c/o Maricopa County Library, 3375 W. Durango, Phoenix, AZ 85009 or phone (602) 269-2535.

ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES Jobline: (312) 944-6795. To list a position, obtain jobline form from: ACRL Jobline, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: $30 ACRL mem.; $35 nonmem.

BRITISH COLUMBIA Library Association Jobline: (604) 263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C., Canada V6R 4G6.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Suite 300, Sacramento, CA 95814-3477 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

(CALIF.) SAN ANDREAS-SAN FRANCISCO BAY/Special Libraries Association: (415) 339-9541. To list a position: call Elaine Zacher at (415) 271-4357.

(CALIF.) SOUTHERN CALIFORNIA CHAPTER, Special Libraries Association: (818) 795-2145. To list a position: write Duane M. Helgeson, Millikan Library 1-32, California Institute of Technology, Pasadena, CA 91125 or phone (818) 356-6422.

COLORADO State Library Jobline: (303) 866-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 866-2175. **COLORADO LIBRARIES ONLY.**

(D. C.) METROPOLITAN WASHINGTON Library Jobline: (202) 223-2272. To list a position: write Jobline, Metropolitan Washington Library Council, 1875 Eye Street NW, Suite 200, Washington, DC 20006 or phone (202) 223-6800, x458. There is a $30 listing fee for nonmembers.

DELAWARE Library Association Jobline: call the New Jersey and/or Pennsylvania Job Hotlines, which include Delaware job listings. Prospective employees should contact the employer directly. Delaware jobs are also listed on the New Jersey, Pennsylvania, and Maryland joblines.

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida,

R.A. Gray Building, Tallahassee, FL 32301 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

ILLINOIS Library Jobline: (312) 828-0930. To list a position: call (312) 644-1896 or write Library Jobline of Illinois, c/o Illinois Library Association, 425 N. Michigan Ave., Suite 1304, Chicago, IL 60611. Fee for listing position for 2 weeks is $20. Cosponsored by Illinois Library Association and IL Chapter/SLA.

IOWA Library Joblist (monthly): Carol Emerson, Editor, State Library of Iowa, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4350. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 10 am—2 pm.

MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. **MIDWEST LIBRARIES ONLY.**

MOUNTAIN PLAINS Library Association Jobline: (605) 624-2511. To list a position, write: Mountain Plains L.A., c/o I. D. Weeks Library, University of South Dakota, Vermillion, SD 57069. Includes Kansas, Montana, Nebraska, Nevada, North and South Dakota, Utah, and Wyoming.

NEBRASKA Job Hotline (402) 471-2045. To list a position: write Nebraska Library Commission, 1420 P St., Lincoln, NE 68508. **REGIONAL EMPHASIS.**

NEW ENGLAND Library Jobline: (617) 738-3148. To list a position: write Dr. James M. Matarazzo, Assoc. Dean, GSLIS, Attn.: New England Library Jobline, Simmons College, 300 The Fenway, Boston, MA 02115.

NEW JERSEY Library Association: (609) 695-2121. To list a position, phone: (609) 292-6237.

NEW YORK Library Association Jobline: (212) 227-8483. To list a position: write NYLA, 15 Park Row, Suite 434, New York, NY 10038 or phone (212) 227-8032.

NEW YORK CHAPTER, Special Libraries Association: (212) 753-7247. To list a position: write Rhea Tabakin, Deloitte Haskins & Sells, 1114 Avenue of the Americas, New York, NY 10036 or phone (212) 790-0639.

NORTH CAROLINA Jobline: (919) 733-6410. To list a position, call: (919) 733-2570. **NORTH CAROLINA LIBRARIES ONLY.**

OKLAHOMA Department of Libraries Jobline: (405) 521-4202, 5 pm—8 am weekends and holidays, only. Updates on 1st and 15th of every month. To list a position, call: (405) 521-2502.

OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243. **NORTHWEST LISTINGS ONLY.**

PACIFIC NORTHWEST Library Association (PNLA) Jobline: (206) 543-2890. To list a position, write: PNLA Jobline, c/o Graduate School of Library and Information Science, FM-30, University of Washington, Seattle, WA 98195. **PACIFIC NORTHWEST LISTINGS ONLY.**

PENNSYLVANIA Cooperative Job Hotline: (717) 234-4646. To list a position (members and nonmembers): (717) 233-3113.

RHODE ISLAND *RILA Bulletin* Jobline (monthly). For copies, send self-addressed, stamped envelopes. To order or to list a position, contact S. Carlson, R.I. Dept. of State Library Services, 95 Davis St., Providence RI 02908. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

RURAL LIBRARIES Jobline (monthly), Center for the Study of Rural Librarianship, Clarion University of Pa., Clarion, Pa. Send $1 per copy. To order or to list a position, contact Michael Jaugstetter, College of Library Science, Clarion University of Pa., Clarion, PA 16214; 814-226-2383.

(S. C.) UNIVERSITY OF SOUTH CAROLINA College of Library and Information Science Jobline: (803) 777-8443. To list a position, write: Admissions and Placement Coordinator, College of Library and Information Science, University of South Carolina, Columbia, SC 29208.

SPECIAL LIBRARIES ASSOCIATION SpecialLine Employment Clearinghouse Job Hotline: (212) 460-9716, 24 hrs., updated every second Friday. To list a position: write Ruth Rodriguez, Manager, Membership Records and Services, Special Libraries Association, 235 Park Ave. S., New York, NY 10003 or phone (212) 477-9520.

TEXAS State Library Jobline: (512) 475-0408. Listings can be heard continuously. Weekly updates. To list a position, write to Bell Colyer, or call (512) 475-4110, Monday—Friday, 8 am-5 pm. **TEXAS LISTINGS ONLY.**

VETERANS ADMINISTRATION Library Network: (202) 389-2820. 9 am—5 pm weekdays only. For printed job list: write Harry D. Weitkemper, Library Division (142D), VA Central Office, 810 Vermont Ave. NW, Washington, DC 20420; ATTN.: Vacancy List. Most listings are for medical librarian positions. **FOR THOSE ELIGIBLE FOR INCLUSION ON U.S. REGISTER OF PROFESSIONAL LIBRARIANS ONLY.**

VIRGINIA Library Jobline: (804) 355-0384. To list a position, write: the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

WEST VIRGINIA library employment listings: call the Pennsylvania Cooperative Job Hotline.

POSITIONS WANTED

MLS (U.K.) ALAA (AUSTRALIAN) EQUIVALENT TO MLS DEGREE awarded by U.S. schools. Librarian/archivist, long experience, University, Special, Microfilm, Archives, Modern Records Management, Bibliographical Service. Would accept any position in any library. Available early 1984. Reply: SB, 158-27th St., San Francisco, CA 94110 from where copies of resume available.

CHALLENGING POSITION IN ANY TYPE OF LIBRARY wanted by PhD in Latin with a master of library science. I am willing to relocate anywhere, including overseas. Write Gilbert Boutroix, 4052 Euclid Ave., San Diego, CA 92105; 619-563-0176.

POSITIONS OPEN

ACADEMIC LIBRARY

Administrative services librarian. Position to be filled between May 15 and Aug. 15. Manages circulation, reserve, microforms, and shelving. Responsible for supervision of public areas of the building and space utilization, a full-time staff of 8 and 40 student assistants, and an online circulation system. Qualifications: MLS from ALA-accredited library school. An additional graduate degree is desired and is one of the expectations for tenure. This position demands a strong management and public service orientation. The incumbent must be able to work effectively with students, faculty, and the general public, and to articulate circulation policies to these groups. Desirable qualifications include supervisory experience, work in academic libraries, and knowledge of data processing. Salary and benefits: appointment range $22,000—$26,000 for 12 mos., depending on qualifications and experience. TIAA, Blue Cross—Blue Shield. **Send letter of application and resume by March 15** to: James C. Eller, Associate Dean for Library Services, **Wichita State University, #68, Wichita, KS 67208.** Finalists will be invited for expense-paid interview. Wichita State University is an affirmative-action, equal-opportunity employer.

Assistant director for public services. Northern Illinois University is seeking a qualified individual to fill the position of assistant director for public services. MLS from an accredited library school, a second master's or doctorate, and a minimum of 5 yrs. of successful professional experience of increasing responsibility in an academic or research library required. Applicants must have a record of publication and professional involvement supporting a senior-level appointment in a tenure track. Experience in supervising more than one public services area and with public relations and with computer applications in public service preferred. Applicants must demonstrate administrative ability, strong leadership qualities, and communication skills. Responsibilities include: administration of general reference service, computer reference service, circulation, reserve, interlibrary loan, bibliographic instruction, and government publications for a university library of more than 1 million volumes, serving 25,000 students and 1,200 faculty; direction of staff of 11.5 librarians and 21 support staff; consultation with administrative staff to engage in long-range planning and to establish and carry out policies and procedures for all public services. $32,000 minimum for a 12-mo. contract; Illinois retirement system; 24 vacation days. **Send resume, placement file, official transcripts, and 3 current letters of recommendation by April 1** to: Theodore F. Welch, Director, **Northern Illinois University Libraries, DeKalb, IL 60115.**

Assistant director for technical services. Northern Illinois University is seeking a qualified individual to fill the position of assistant director for technical services. MLS from an accredited library school, a second master's or doctorate, and a minimum of 5 yrs. of successful professional experience of increasing responsibility in an academic or research library required. Applicants must have a record of publication and professional involvement supporting a senior-level appointment in a tenure track. Experience in supervising more than one technical services area preferred. Experience with computer applications in technical services and collection development experience required. Applicants must demonstrate administrative ability, strong leadership qualities, interpersonal and communication skills. Responsibilities include: administration of acquisitions, cataloging, and serials for a university library of over 1 million volumes, serving 25,000 students and 1,200 faculty; direction of staff of 11 librarians and 45 support staff; consultation with administrative staff to establish and carry out policies and procedures for all technical services. $32,000 minimum for a 12-mo. contract; Illinois retirement system; 24 vacation days. **Send resume, placement file, official transcripts, and 3 current letters of recommendation by March 15** to: Theodore F. Welch, Director, **Northern Illinois University Libraries, DeKalb, IL 60115.**

Assistant humanities bibliographer. Works under humanities bibliographer in collection development with emphasis on fine arts. Participates with members of the reference department in providing reference and information services. Some evening and weekend work required. MLS from ALA-accredited school or equivalent required. Strong general humanities background, including languages, with advanced degree in fine arts highly desirable. Appointment at Librarian I or Librarian II level, depending on experience. Minimum salary $16,000. Liberal benefits including tuition exemption and 22 days' vacation. 12-mo. academic appointment. Position available immediately. **Closing date for applications Feb. 15.** Please forward resume and 3 letters of recommendation to: Kate Maniscalco, Administrative Assistant, **Tulane University Libraries, New Orleans, LA 70118.** An equal-opportunity, affirmative-action employer.

Bibliographic instruction librarian. The University of Evansville is seeking a librarian to coordinate and participate in an active bibliographic instruction program. Responsibilities include planning and developing the instruction program, presenting classroom and workshop lectures, conducting and coordinating online searches, and providing reference service (nights and weekends included). Good communication skills, the ability to work effectively with faculty and colleagues, and teaching and administrative talent are essential. A background in science and experience in online searching are highly desirable. The position requires the MLS from an ALA-accredited library school and an energetic commitment to service. The University of Evansville is an independent, coeducational, Methodist-affiliated institution located in a metropolitan area of southwestern Ind. Enrollment numbers 5,000 full- and part-time students. The library's collections total over 300,000 items. Faculty rank will be based upon qualifications. Salary is $14,000—$16,000. **The application deadline is March 31,** with the position available June 1. Send application, resume, and 3 current letters of reference to: Grady Morein, University Librarian, **POB 329, University of Evansville, Evansville, IN 47702; 812-479-2376.** The University of Evansville is an equal-opportunity, affirmative-action employer.

Cataloger. Responsibilities include: cataloging of music scores and sound recordings; original cataloging of monographs; supervision one night per week of student assistants doing retrospective conversion on OCLC. Qualifications: ALA-accredited MLS; working knowledge of OCLC, AACR2, and LC cataloging practices; academic training in music preferred; foreign language desirable. Salary $14,500 minimum depending on qualifications and experience. 12-mo., tenure-track, TIAA/CREF, many other fringe benefits. Available immediately. Located in the northwest corner of the state in the heart of the Arkansas Ozarks, the Fayetteville-Springdale-Rogers area (80,000 population) offers clean air and outdoor recreation (river-float trips, camping, water skiing, etc.). Send application and resume with names, addresses, and phone numbers of 3 references to: John A. Harrison, Director of Libraries, **University of Arkansas, Fayetteville, AR 72701.** An equal-opportunity, affirmative-action employer, welcomes applications from all qualified individuals.

Catalog librarian. Bucknell University is recruiting for a one-yr. (or 9 mos.) temporary position to replace librarian on leave starting Aug. 1. Required: MLS from ALA-accredited school, one yr.'s experience minimum. Responsibilities: cataloging with OCLC/LC/AACR2, assisting in retrospective conversion. Minimum salary $15,000. **Send resume and arrange for 3 letters of reference to be sent before March 15** to: Ann de Klerk, University Librarian, **Bucknell University, Lewisburg, PA 17837.** An equal-opportunity, affirmative-action employer.

Catalog librarian for Middle Eastern and South Asian languages. The University of Arizona Library is seeking an experienced professional catalog librarian to be responsible for the original cataloging of monographs and serials in Near Eastern and South

Asian languages (primarily Arabic, Hindi, Urdu, and Persian). The majority of the South Asian language materials are cataloged on OCLC. The Near Eastern language materials are cataloged manually using both printed cards and original cataloging. Other cataloging responsibilities include supervising the copy cataloging by student assistants for these languages; serving on a catalog information desk; active participation in establishing policies and procedures for the catalog department; participation in planning for an online catalog. Requirements include: ALA-accredited library degree; working experience with AACR2, LC classification and LCSH; experience with OCLC or a similar utility; ability to transliterate using LC romanization tables. Primary language skills should be Arabic, Hindi, and Urdu. Ability to catalog materials in Persian and Pushto is also desired. Professional librarians at the University of Arizona Library are academic professionals with voting faculty status, have 12-mo. appointments, earn 22 vacation days a year, 12 days of sick leave, and have a standard package of holidays and other fringe benefits. The salary range is $16,500–$22,000, depending on qualifications. **Send letter of application, resume, and names of 3 references by March 30** to: W. David Laird, University Librarian, **University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an EEO, AA employer.

Catalog librarian: search extended. Responsible for original cataloging of monographic materials, including specialized and nonbook materials. Descriptive and subject cataloging and Library of Congress classification, using most current AACR rules. Formatting and MARC tagging copy for input into the Washington Library Network. Required: ALA-accredited MLS. Desirable: experience in working with LC classification and subject headings, MARC tagging, AACR2, Western and Cyrillic languages, nonprint and specialized materials, and experience with library networking and bibliographic utilities (preferably WLN). Position currently vacant. Rank: Librarian II, faculty status. Salary: beginning professional salary is $17,200. TIAA/CREF, broad insurance program, 22 days' annual leave, and 12 days' sick leave per year. **Deadline for receipt of applications is March 30.** Send letter of application, resume, and 3 original letters of reference to: Allene F. Schnaitter, Director of Libraries, **Washington State University, Pullman, WA 99164-5610.** Washington State University is an equal-opportunity, affirmative-action employer.

Collection development librarian: University of Arkansas at Little Rock. Responsible for selection of all formats of materials to support curricula; coordination of selector activity; coordination of planning and analysis of collection development and collection management policies and procedures. Participates in budget allocation; collection evaluation; use and user studies; policies and decisions regarding storage, weeding, conservation, and serials management. Some night and weekend work should be expected. Prefer strong academic background in history; archival experience; serials management; demonstrated skill at oral and written communications; and ability to work effectively with all levels of library employees, donors, patrons, and faculty members. Requirements include ALA-MLS and 3 yrs. of post-MLS reference or collection development experience with upper-level academic materials and services. Minimum salary $20,000. The position is open now. Position is faculty-rank, tenure-track, 12-mo., full-time with good fringe benefits including up to 6-percent-matched TIAA/CREF. Send resume and names of 3 references (with their current titles, addresses, and phone numbers) who have observed human relationships and professional abilities to: Library Search Committee, c/o Kathy Essary, Chair of Recruitment Committee, **University of Arkansas at Little Rock, 33rd and University Ave., Little Rock, AR 72204.** An EEO, AA employer.

Coordinator, library technical services. Requirements: master's degree in library science from a library school accredited by the American Library Association. Minimum 2–4 yrs.' library experience of which one yr. shall have been in cataloging or technical services. Thorough knowledge of *Anglo-American Cataloguing Rules*, 2nd edition, with accompanying ability to interpret and apply the rules to all types of library material; knowledge of Library of Congress classification scheme, with the accompanying ability to interpret and apply all schedules; knowledge of *Library of Congress Subject Headings*, 9th edition, with the accompanying ability to interpret and apply all subject areas; knowledge of all MARC formats with the accompanying ability to interpret all tags and indicators for input purposes. Good communications skills, both verbal and written. Salary $17,842. **Submit a letter of intent and resume by Feb. 29** to: **Maricopa Community Colleges, Personnel Office, Dept. M, 3910 E. Washington St., Phoenix, AZ 85034.** Equal-opportunity employer, M/F.

Coordinator of instructional resources center. Management of graphics, graphic art, and photographic production, self-production lab, and curriculum development in university serving 11,000 students; support of instructional television production. Required: master's or specialist degree in educational media, instructional technology, audiovisual communications, or related field; design and production experience in photography and/or graphics; experience in management of media services; communication and human relations skills. Desirable: minimum 3 yrs.' experience in media management; instructional development experience. Academic staff. Annual appointment. Reports to associate director for media services. Salary (minimum $25,000) dependent on qualifications. **Closing date: Feb. 15.** Starting date: July 1 or earlier. Send letter, resume, and names of 3 references to: Ronald H. Reid, Associate Director, **Libraries and Learning Resources, University of Wisconsin-Oshkosh, Oshkosh, WI 54901.**

Assistant Director for Public Services

Senior administrative position responsible for all public services activities in Lockwood Memorial Library, the graduate research library for the humanities and social sciences which also serves Schools of Management, Information and Library Studies, and Architecture and Environmental Design. Included are reference and information services in several locations within the library and branches, computer search, bibliographic instruction, interlibrary and intercampus loan and borrowing, government documents, and circulation and stack maintenance activities. Responsibility may extend in the future to cover public service areas in the Science & Engineering and Undergraduate libraries.

Qualifications: ALA-accredited MLS degree, 5 yrs.' professional library experience in a large academic/research library, at least half of such experience in a supervisory or administrative position in public services, and knowledge of educational and research needs at both the graduate and undergraduate levels and of the latest developments in academic library service are required. Experience coordinating large staff will be given special consideration. Familiarity with library/faculty liaison, library orientation and training programs, computer-assisted reference service, and collection development work is desirable.

Salary: $34,000 plus, depending on qualifications; faculty status at the rank of associate librarian/librarian. Send letter of application and resume including the names of at least 3 references to: **M. E. State, Assistant to Director for Personnel, University Libraries, SUNY/Buffalo, 432 Capen Hall, Buffalo, NY 14260.**

An EO, AA, and Title IX employer

Documents librarian. Position available Sept. 1. Responsible for managing government documents unit within the technical services division. Responsibilities include acquisition, processing, cataloging of documents, including non-U.S. and U.S. and Washington State depository documents. Supervise staff of 2. Required: ALA-accredited MLS and substantial experience in the cataloging and processing of serials or documents. Desirable: experience in processing U.S. depository documents and microforms; experience in using the Library of Congress classes and subject headings, MARC tags, and a bibliographic utility, preferably WLN, and in supervising a library unit. Rank and salary commensurate with qualifications and experience. (Minimum professional salary: $17,000.) TIAA/CREF, broad insurance program, 22 days' annual leave, and 12 days' sick leave per year. **Deadline for receipt of applications is March 30.** Send letter of application, resume, & 3 original letters of reference to: Allene F. Schnaitter, Director of Libraries, **Washington State University, Pullman, WA 99164-5610.** Washington State University is an equal-opportunity, affirmative-action employer.

Government documents/reference librarian. Responsible for selective depository of state and federal documents, instruction, and general library reference including some evenings and weekends. ALA-approved MLS, training and professional experience in documents, general reference, bibliographic instruction, and effective interpersonal communication skills are required. Experience with automated systems and additional academic preparation are desirable. Tenure-track, 12-mo. appointment. Salary minimums: instructor $17,787; assistant professor $22,485; dependent on qualifications. Available July 1. **Apply by March 15** to: Darrel M. Meinke, Dean of Instructional Resources, **Moorhead State University, Moorhead, MN 56560.** An equal-opportunity employer.

Head, library systems (reposting). Plans and coordinates utilization of new technologies to enhance Duke's present acquisitions and serials systems, while working toward online, integrated library system being developed by Triangle Research Libraries Network (TRLN), a joint project of Duke University, UNC at Chapel Hill, and N.C. State at Raleigh. Recommends automation policies, prepares cost analyses and feasibility studies, and evaluates computer hardware and software. Directs 4 staff members in planning, analysis, and programming activities to improve current systems and implement new ones. Reports to AUL for administrative services. Requires 3–5 yrs.' experience in analysis and programming, preferably in library environment; ability to recommend policy and develop applications for online integrated library system, to plan and develop interfaces between library systems and university systems, and to develop cost analyses and budgets for automation activities; demonstrated working knowledge of major computer programming language (COBOL experience with IBM and/or Tandem computers preferred); knowledge of computer hardware, library automation, and suitable applications for research libraries; supervisory experience highly desirable; demonstrated ability to work well with others and communicate effectively orally and in writing; MLS from ALA-accredited program preferred. Available spring 1984. Expected salary range: $25,000–$32,000. **Send letter of application, resume, and names of 3 references by March 15** to: Ann F. Stone, Personnel Librarian, **Duke University Library, Durham, NC 27706.** Affirmative-action, equal-opportunity employer.

Head of technical services: University of Arkansas at Little Rock. Administers overall operations of collection development, cataloging, and physical processing. Responsible for coordination of bibliographic files throughout the library. Some night and weekend work should be expected. Qualifications include understanding of automated library systems; thorough knowledge of cataloging policies and procedures; demonstrated ability to plan and implement improved programs; demonstrated abilities in management; ability and willingness to communicate effectively and work well with all levels of employees; stable employment background. An innovative librarian with analytical skills is highly desirable. Requirements include ALA-MLS and 5 yrs. of relevant post-MLS experience. Minimum salary $25,000. The position is open now. Position is faculty-rank, tenure-track, 12-mo., full-time with good fringe benefits including up to 6-percent-matched TIAA/CREF. Send resume and names of 3 references (with their current titles, addresses, and phone numbers) who have observed applicant's human relationships and professional abilities to: Library Search Committee, c/o Kathy Essary, Chair of Recruitment Committee, **University of Arkansas at Little Rock, 33rd and University Ave., Little Rock, AR 72204.** An EEO, AA employer.

Head, processing control section, serials division (search reopened). Under the direction of the head of the serials division, plans, organizes, and directs the work of the processing control section, which consists of current receipts, binding processes, and card central-serials record maintenance; is responsible for the development and implementation of programs and plans for the section and for supervising, hiring, training, and evaluating personnel; catalogs and classifies serials; contributes to the planning and management for the division. Qualifications: master's degree from an ALA-accredited school of librarianship required. A minimum of 4 yrs. of post-MLS experience in serials work in an academic library, including at least 2 yrs. of serials cataloging, required. Knowledge of current and past cataloging rules and Library of Congress cataloging and classification required. A successful record of supervision is required. Experience in serials records maintenance is desirable. Experience with an automated system desirable; experience with binding desirable. Ability to function well in a changing environment, to work effectively with library staff, and to contribute constructively to division planning. Salary: $23,000 minimum. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan. **Applications must be received no later**

Positions Open continued on p. 94.

DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

February

9: *Records Mgmt. Priorities for an Info. Economy* seminar, Dallas (Tex.) Ctrl. P.L., 1515 Young at Ervay Sts. Spons., U. Tex. at Austin/GSLIS/Grad. Schl. of Bus., Mgmt. Dvpt. Progs. .55 CEUs available. Fee, $70. Info.: M. Boggins, Dir. of CE, GSLIS, UT at Austin, Box 7576, 78712-7576 (512-471-3821).

11: *How to Buy Special Equipt. & Consultant's Svcs.* seminar, Dallas (Tex.) Ctrl. P.L., 1515 Young at Ervay Sts. Spons., U. Tex. at Austin/GSLIS. .55 CEUs available. Fee, $45. Info.: see Feb. 9.

14-16: Assn. for Computing Machinery Computer Sci. conf., Philadelphia, Pa. Info.: R. Austing, Dept. of Computer Sci., U. Md., College Park 20742 (301-454-2004).

17: *Removing Internal Barriers to Access of Info.* prog., Fla. State U., Tallahassee. Spons., Special LA/Fla. chap. Info.: E. Mann, SLIS, Fla. State U., 32306 (904-644-5775).

21-23: *SOFTCON*, La Superdome, New Orleans, La. Spons., N.E. Expositions. Software conv. & expo. w/software industry standards & tech. forum. Fee, $195. Info.: N.E. Expositions, 822 Boylston St., Chestnut Hill, MA 02167 (800-841-7000; in Mass., 617-739-2000).

23: *Preventive Maint. of Paper & AV Mat'ls.* wkshp., P.L. of Des Moines, Ia. (main lib.). Spons., P.L. of Des Moines. No fee. Info.: R. Stokesberry, P.L. of Des Moines, 100 Locust St., 50308 (515-283-4152).

March

1-2: *How to Hire: Finding the Right People for Your Needs* seminar, Austin, Tex. Spons., U. Tex. at Austin/GSLIS. Fee, $125. *Enrollment limited.* Info.: see Feb. 9.

2-3: Minnesota Ed'l. Media Org. (MEMO) Telecom. conf., Kahler Hotel, Rochester. Spons., MEMO/Telecom. Special Interest Div. Theme, "Programs & Progress." Fee, $32 MEMO mem.; $42 nonmem. Info.: M. Anderson, Caledonia H.S., 55921 (507-724-3316).

3: *Making Career Choices & Finding the Right Job* seminar, GSLIS, U. Tex. at Austin. Spons., UT at Austin/GSLIS. Fee, $35. Info.: see Feb. 9.

6: *Colloquium on Lib. Architecture*, U. Notre Dame (Ind.) Mem'l. Lib. Spons., U. Notre Dame/Friends of the Lib. No fee. Info.: M. Porter, Ref. Ln., Mem'l. Lib., U. Notre Dame, 46556 (219-239-6258).

5-6: U. N.C. at Chapel Hill Lns.' Assn. annual conf., UNC at Chapel Hill. Theme, "Who's Afraid of Serials?" Fee, $20 assn. mem.; $25 nonmem. Info.: M. Tuttle, Serials Dept., Walter R. Davis Lib. 080-A, UNC–Chapel Hill, 27514 (919-962-1067).

8-9: *Space Planning & Practical Design for Lns.* Details: see Aaron Cohen Assoc. ad, p 93.

9: *Bus. Info. Sources* prog., Rm. 104, Col. of St. Catherine Lib., St. Paul, Minn. Spons., Col. of St. Catherine/LS Dept. .65 CEUs available. Fee, $75. Info.: K. Harwood, Col. of St. Catherine, 2004 Randolph Ave., 55105 (612-690-6653).

15-16: *Planning: A Future-Oriented Activity* prog., Ramada Inn, Eau Claire, Wis. Spons., U. Wis.-Ext. Communications Prog. Unit in coop. w/Indianhead Federation Lib. System (Eau Claire). 1.5 CEUs available. Fee, $145. *Regis. deadline March 1. Enrollment limited to 30.* Info.: D. Weingand or B. Arnold, UW-Ext. Communication Progs., 610 Langdon St., Madison 53703 (608-262-4354) or Wis. Ctr. Regis. (608-262-7942).

16: *The Lib. Bd.: A Catalyst for Change* wkshp., El Paso (Tex.) P.L., 501 N. Oregon St. Spons., Tex. State Lib. Info.: S. Popinsky, CE Consultant, Lib. Dvpt. Div., Tex. State Lib., POB 12927, Austin 78711 (512-475-4119).

19: *The Lib. Bd.: A Catalyst for Change* wkshp., San Antonio (Tex.) P.L., 203 S. Saint Mary's. Details: see March 16.

19-20: *Issues in Acq.: Progs. & Eval.* Details: see ad, *AL*, Jan., p. 33.

19-22: Annual Fed'l. Off. Systems Expo, Washington (D.C.) Conv. Ctr. Spons., Nat'l. Trade Productions, Inc. Theme, "Off. Systems Integration—Today's Realities, Tomorrow's Prospects." Info.: J. Voigt, Nat'l. Trade Productions, Inc., 9418 Annapolis Rd., Suite 206, Lanham, MD 20706 (800-638-8510 or 301-459-8383).

20: *The Lib. Bd.: A Catalyst for Change* wkshp., Harker Heights (Tex.) P.L. Details: see March 16.

20-24: Int'l. Ed'l. Mat'ls. Fair (DIDACTA '84), Basel, Switzerland. Theme, "Man in the Middle of Communications & Microelectronics." Info.: Secretariat, DIDACTA '84, POB CH-4921, Basel, Switzerland.

21: Annual Children's Literature wkshp., Drexel U., Philadelphia, Pa. Spons., Drexel U.; Free Lib. of Philadelphia. Theme, "Focus on Fiction: Bks. for Older Children." Info.: Dir., Off. of Cont. Prof. Ed., Drexel U., 32nd & Chestnut Sts., 19104 (215-895-2153).

COMING UP

ACRL Conference	
Seattle, Wash.	April 4–7, 1984
National Library Week	April 8–14, 1984
Executive Board	
Spring Meeting	May 2–3, 1984
ALA Annual Conference	
Dallas	June 23–28, 1984
IFLA General Conference	
Nairobi	Aug. 19–25, 1984
AASL Conference	
Atlanta, Ga.	Oct. 31–Nov. 4, 1984

21: *(First Annual) Amer. Soc. Info. Sci. Spring Info. Seminar: Micro Update—1984*, Roosevelt Hotel, New York, N.Y. Spons., ASIS/ Metro. N.Y. chap. Fee, $75. Info.: C. Tschudi, N.Y. Power Authority, 123 Main St., White Plains 10601 (914-681-6901).

21: *The Lib. Bd.: A Catalyst for Change* wkshp., Mitchell Co. P.L., 340 Oak St., Colorado City, Tex. Details: see March 16.

21: *Using Microcomputers in Archives* seminar, Faxon, Inc., Cambridge, Mass. Spons., U. Tex. at Austin/GSLIS. Fee, $35. Info.: see Feb. 9.

22-23: Oklahoma LA annual conf., Excelsior Hotel, Tulsa. Info.: K. Boies, Exec. Secy., OKLA, 300 Hardy Dr., Edmond 73034 (405-348-0506).

22-23: South Carolina Assn. of Schl. Lns. annual conf., Hyatt Regency, Greenville. Info.: A. Hickman, POB 2602, Aiken 29801 (803-648-3924).

22-24: Amer. Tech. Ed. Assn. conf., St. Anthony Hotel, San Antonio, Tex. Theme, "The Technician in an Info. Society." Info.: R. Jordan, Columbus Tech. Inst., 550 E. Spring St., POB 1609, Columbus, OH 43216 (614-227-2426).

25-31: *Birmingham Int'l. Ed'l. Film Festival.* Birmingham, Ala. Spons., Ala. Power Company; Birmingham P.L.; Jefferson Co. Bd. of Ed.; U. Ala. in Birmingham. Info.: BIEFF '84, Ala. Power Company, POB 2641, Birmingham 35291 (205-250-2549).

26-28: *Conservation* wkshp., Miss. Dept. of Archives & History, Jackson. Spons., Soc. of Amer. Archivists. For those currently wkg. in ms. or archival repositories w/little or no conservation trng. Fee, $75. *Enrollment limited.* Info.: SAA, 600 S. Federal, Suite 504, Chicago, IL 60605 (312-922-0140).

26-29: *Int'l. Serials Conf.* Details: see *AL*, Oct., p. 603.

28-31: Kansas LA annual conf., Ramada Inn Towers, Topeka. Theme, "Kans. Connection." Fee, $25 KLA mem.; $30 nonmem. Info.: B. Campbell, Topeka P.L., 1515 W. Tenth St., 66604 (913-233-2040 x48).

29: *Stability & Preservation of Photographs* wkshp., P.L. of Des Moines, Ia. (main lib.). Spons., P.L. of Des Moines. No fee. Info.: see Feb. 23.

29-30: Amer. Assn. for Advancement of Sci. annual colloquium, Shoreham Hotel, Washington, D.C. Theme, "R&D in FY 1985: Budgets, Policies, Outlooks." Info.: AAAS Off. of Pub. Sector Progs., 1776 Massachusetts Ave. NW, Washington 20036.

29–April 1: Popular Culture Assn., Amer. Culture Assn. jt. annual mtg., Toronto, Ont. Info.: R. Browne, Popular Culture, Bowling Green (Ohio) State U., 43403 (419-372-2981).

29–April 1: Western Humor & Irony Membership (WHIM) annual conf., Phoenix (Ariz.) Townehouse Hotel. Theme, "Contemporary Humor & Contemporary

Humorists." Features prog. on *1984* and "newspeak." Info.: D. or A. Nilsen, WHIM, English Dept., Ariz. State U., Tempe 85287.

30: *Adv. Medical Info. Sources* prog., Rm. 104, Col. of St. Catherine, St. Paul, Minn. Details: see March 9.

30-31: *Lns. & Their Research: A Wkshp. for Those About to be Engaged in Research*, FLIS, U. Toronto, Ont. Spons., UT/FLIS. Fee, $65. Info.: CE, FLIS, UT, 140 St. George St., Toronto, M5S 1A1 Canada (416-978-3202).

30-31: Maryland Ed'l. Media Org. annual conf., Lanham Sheridan Hotel, Carrollton. Theme, "Back to Bks." Info.: M. Webb, 1630 N. Calvert St., Baltimore 21202 (301-962-1577).

April

3-4: Connecticut LA annual conf., Parkview Hilton, Hartford. Theme, "Beyond 1984." Info.: M. Dymek, Prosser P.L., 1 Tunxis Ave., Bloomfield 06002 (203-242-2972).

3-6: Texas LA, Tex. Assn. Schl. Lns. jt. conf., Bayfront Plaza Conv. Ctr., Corpus Christi. Theme, "1984." Fee, $40 TLA, TASL mem.; $85 nonmem. Info.: J. Hetherington, TLA, 8989 Westheimer, Suite 108, Houston 77063 (713-952-5165).

4: Betty Burrows annual seminar, University Club, Cleveland, Ohio. Spons., Special Libs. Assn./Cleveland chap. Theme, "Publshg." Fee, $20. Info.: P. Phillips, Lib. Ctr., Agricultural Tech. Inst., Wooster 44691 (216-264-3911).

4-6: *Conservation of Archival Mat'ls.* annual seminar, Conservation Dept., Humanities Ref. Ctr., Austin, Tex. Focuses on photo presrvn. for prof. & tech. staff. Info.: S. Rempel, Conservation Dept., HRC, POB 7219, 78712.

6: Annual May Hill Arbuthnot Honor Lecture, Heritage Hall, Minneapolis (Minn.) P.L. & Info. Ctr., 330 Nicollet Mall. Spons., ALA/Assn. for Lib. Svc. to Children; (Minn.) Off. of P.L. & Info. Ctrs.; et al. Fritz Eichenberg, author & illustrator, to speak. Theme, "Bell, Bk., & Candle." No fee, but lecture tickets req. Info.: J. Feye-Stukas, OPLIC, 440 Capitol Sq. Bldg., 550 Cedar St., St. Paul 55101 (612-296-2821).

6-7: Missouri Assn. of Schl. Lns. spring conf., Holiday Inn, Hannibal. Theme, "1984—A Brave New World?" Info.: F. Pentlin, 520 Grover, Warrensburg 64093 (816-524-3369).

7: *Lib. Ldrshp.* wkshp., Newport Beach (Calif.) P.L., 856 San Clemente Way. Spons., Calif. Assn. of Lib. Trustees & Commissioners (CALTAC). For trustees, commissioners, systems' advisory bd. mem., Friends, Ins., & lib. advocates. Info.: B. Chute, CALTAC Pres., 1939 Alta Oaks Dr., Arcadia 91006 (213-355-6119).

10-12: *Nat'l. Online Mtg.*, Sheraton Ctr. Hotel, New York, N.Y. Spons., Learned Info., Inc. Info.: Nat'l. Online Mtg., Learned Info., Inc., 143 Old Marlton Pike, Medford, NJ 08055 (609-654-6266).

10-13: London Bk. Fair, Barbican Ctr., London, England. Info.: K. James, London Bk. Fair, 16 Pembridge Rd., London W11 3HL England (01-229-1825, 01-229-7451; Telex: LOBOF 896691).

11-13: Alabama LA annual conf., Hyatt Birmingham. Theme, "Info. Magic in the Magic City." Fee, $25 Ala. LA mem.; $31 nonmem. Info.: A. Hamilton, Conf. Ch., Birmingham Southern Col., 35254 (205-328-5250 x242).

11-14: British Columbia LA spring conf., The Inn at Denman Pl., Vancouver. Info.: A. Bacon, Exec. Coord., L50-4946 Canada Way, Burnaby, B.C. V5G 4H7 Canada (604-298-0422).

11-14: New Mexico LA annual conf., Four Seasons Motor Inn, Albuquerque. Theme, "Communication: The Ln.'s Connection." Info.: E. Shannon, Pubcty. Committee, 1311 Solar Ct., Rio Rancho 87124.

11-14: Oregon LA annual conf., Rippling River Resort, Welches. Theme, "1984." Info.: C. Dickerson, Conf. Ch., Newport P.L., 251 W. Olive St., 97365 (503-265-2153).

12-13: *Adv. Bus. Info. Sources* prog., Col. of St. Catherine, St. Paul, Minn. Spons., Col. of St. Catherine/LS Dept. CEUs available. Info.: see March 9.

12-14: Nat'l. Council of Tchrs. of Eng. spring conf., Hyatt Regency, Columbus, Ohio. Theme, "Columbus 1984—Charting New Worlds." Fee, $40 NCTE mem.; $55 nonmem. Info.: Spring Conf. Info., NCTE, 1111 Kenyon Rd., Urbana, IL 61801 (217-328-3870).

13: *New Technol. U*P*D*A*T*E* conf., Sheraton Inn, Syracuse, N.Y. Spons., Syracuse U./SIS. Fee, $30. Info.: B. Settel, SIS, Syracuse U., 13210 (315-423-2911).

13-14: Charlemae Hill Rollins colloquium, N.C. Ctrl. U., Durham. Theme, "Poetry for Children: The Black Exp." Info.: B. Speller, Actg. Dean, SLS, N.C. Ctrl. U., 27707 (919-683-6485).

13-14: Iowa Ed'l. Media Assn. annual conf., Hotel Savery, Des Moines. Theme, "Media Connection." Fee, $25 IEMA mem.; $40 nonmem. Info.: J. Henderson, Regis. Ch., Hartland Ed. Agency, 1932 SW 3rd St., Ankeny 50201 (515-964-2550).

13-14: *Oral History for Archivists & Lns.* wkshp., Int'l. Grad. Schl., 55 Maryland Plaza, St. Louis, Mo. Spons., Park Col./ATIS Assoc. Info.: ATIS Assoc., Park Col., POB 12265, Parkville 64152 (816-741-2000) or M. Patterson (215-431-0470).

13-14: *Writer & Publshr.: Publshr. & Ln.* prog., GSLS, U. Ala., University. Spons., U. Ala./GSLS. Fee, $35. Info.: J. Ramer, GSLS, U. Ala., POB 6242, 35486 (205-348-4610).

14-25: *U.S.-Soviet Exch. Prog. in Children's Literature*, touring to both Moscow & Leningrad. Spons., Children's Exch. Council. Features mtgs. w/Soviet authors, illustrators, publshrs., & tchrs. Fee, $1,649 departing from New York, N.Y. Info.: Citizen's Exch. Council, 18 E. 41st St., New York 10017 (212-889-7960).

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Positions Open continued from p. 91.

than 5:00 pm, Wednesday, Feb. 29. Send letter of application, resume, salary requirements, and names of 3 references to: Charles E. Chamberlin, Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.** AA, EOE.

Head, reference department, Hagerty Library at Drexel University. Position is available immediately. The requirements for this position are a master's in library science and several yrs. of professional experience in reference work including database searching, with at least 2 yrs. of administrative/supervisory responsibilities. The reference department consists of 6 other professional librarians, 8 clerical assistants, 2 library assistants, plus part-time staff. The responsibilities of the job include supervision and leadership of professional staff (4 subject specialists in the fields of humanities and social sciences, home economics, business administration, library and information science, plus 2 general reference librarians); selection of reference materials; and supervisory general reference desk duties, interlibrary loan, and other pertinent routines. The department head is a member of the Library Administrative Council and reports directly to the director's office. The starting salary is $21,000/yr. with academic status, retirement and illness benefits. A higher salary may be available dependent on qualifications. **Deadline for applications: Feb. 28.** Interested persons should address their correspondence to: Lucille R. Jones, Head of Administrative Services, **Drexel University Library, Philadelphia, PA 19104.** An equal-opportunity, affirmative-action employer.

Librarian, cataloger. Position available at Cleveland State University for experienced librarian. Responsibilities: original cataloging and classifying of monographs, primarily in science and technology; assigning of classification and numbers and subject headings; tagging cataloging data for input to OCLC; verifying and preparing authority records and some catalog maintenance; some possible supervisory responsibilities. Minimum qualifications: ALA-accredited MLS; 3 yrs. of professional cataloging experience in an academic or research library; experience with AACR2, LC classification, LC or NLM subject headings, original cataloging, MARC tagging, and the OCLC or other cataloging systems. Preferred: 2 foreign languages of bibliographic importance, academic background or cataloging experience in science and technology. Salary: $17,500+, dependent upon qualifications. **Submit resumes and names and addresses of 3 references by March 7** to: Billie Joy Reinhart, Chair of Search Committee, **University Libraries, Cleveland State University, 1983 E. 24th St., Cleveland, OH 44115.** Equal-opportunity employer, M/F/H.

Librarian, external degree program. Search extended. Reference position entails the coordination of the delivery of library services to off-campus students and faculty in several Midwest states including: Mich., Ohio, N.D., and Mo., as well as Canada, from the campus library in Mt. Pleasant, Mich.; bibliographic instruction; and the marketing of the library program and library resources generally. Librarian selected will collaborate with 3 other regional librarians and will report to the asst. to the director of libraries. Required: ALA-accred. MLS degree, one yr. of professional experience of a qualifying nature including bibliographic instruction, willingness to work a flexible schedule and to travel. Pref.: bibliographic experience with business and/or administration sources, knowledge of database searching, interest in microcomputers (TRS80/II installed), and a team orientation. This is a 12-mo. professional position. Range of the starting salary (AP4) is $17,800–$23,150, appointment salary commensurate with experience. Excellent fringe benefits. Detailed description of the off-campus library program and the fringe benefits of this position available upon request—**write or call toll-free 800-248-9271. Submit written application, resume, and the names and addresses of 3 references by March 15 to assure consideration.** Mail to: Barton M. Lessin, **206 Park Library, Central Michigan University, Mt. Pleasant, MI 48859.** CMU is an affirmative-action and equal-opportunity institution.

Librarian, reference/instruction (12-mo. sabbatical replacement). Instructor or assistant professor rank. Berea College seeks MLS graduate with experience in reference and instruction and undergraduate degree in the humanities. Berea is a 4-yr., liberal arts college with a strong commitment to an active reference/instruction program integral to the teaching effort. Responsibilities will include participation in 1) reference service including weekend and evening hrs.; 2) course-related bibliographic instruction program with responsibilities for general education and humanities courses; 3) other departmental activities. Salary: $16,000, beginning Aug. **Letter of application, resume, example of applicant's bibliographic instruction materials, and names of 3 references by March 5** to: Thomas Kirk, College Librarian, **Berea College, Berea, KY 40404.**

Librarian/technical services, Stockton State College Library. Duties include bibliographic control of books and periodicals and maintenance of catalogs. Familiarity with OCLC, AACR2, LC classification and subject headings necessary. Ability to work in a progressive, automated environment. An ALA-accredited library science degree required. Professional experience in cataloging desired. The minimum salary is $18,260 (12 mos.), may be higher depending on qualifications and experience, plus state-mandated benefits. **Resume and 3 letters of reference should be sent by Feb. 15** to: Geraldine Malone, Assistant Director for Technical Services, **Library, Stockton State College, Pomona, NJ 08240.** Women and minorities are encouraged to apply. Stockton State College is an affirmative-action, equal-opportunity employer. Recruitment and selection is done without regard to race, color, sex, creed, age, handicap, or national origin.

Librarian I/head, government documents/maps unit. Responsible for unit's collection, organization, and user services, which includes responsibility for meeting the library's obligations as a U.S. government documents regional depository. Supervises 2 librarians and 4 library technicians. Qualifications (required): master's degree in library science from ALA-accredited program. Minimum of 3 yrs.' professional experience as a government documents librarian, preferably in a large depository collection. Demonstrated ability to effectively supervise and communicate; evidence of a strong commitment to public services; demonstrated familiarity with current trends in technology (including automated retrieval) affecting documents. Preferred: demonstrated familiarity with organization of international documents and map collections; teaching or library instruction experience. Salary: $18,700 minimum; excellent fringe benefits. **For full consideration, submit resume and names of 3 references by Feb. 29** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** AA, EOE.

Librarian II/public services, Stockton State College Library. Duties include: coordinating the library's user instruction program, interlibrary loan activities, and online services; providing reference service; participating in group reference practice; and other duties as assigned. Minimum requirements: an ALA-accredited library degree; minimum of 3 yrs.' experience in public services; prior experience with bibliographic instruction; thorough knowledge of and experience in online computer searching; supervisory skills. The minimum starting salary is $20,133.38 (12 mos.), may be higher depending on qualifications and experience, plus state-mandated benefits. **Resume and 3 letters of reference should be sent by Feb. 15** to: Marjorie F. Wallace, Assistant Director for Public Services, **Library, Stockton State College, Pomona, NJ 08240.** Women and minorities are encouraged to apply. Stockton State College is an affirmative-action, equal-opportunity employer. Recruitment and selection is done without regard to race, color, sex, creed, age, handicap, or national origin.

Monograph original cataloger: University of Georgia. **Entry-level** position (salary minimum $14,800). Search reopened. Duties: responsible to the head of the monograph original cataloging section of the cataloging department for performing original cataloging of monographic materials in all subjects and languages including the sciences. The cataloging department, comprised of 30 staff members, catalogs over 47,000 books, serials, microforms, and nonprint materials yearly. Qualifications: MLS from ALA-accredited library school; strong interest in academic librarianship; knowledge of AACR, AACR2, and LC classification and subject headings; ability to work with broad range of subjects and languages; good oral and written communication skills; ability to establish and maintain effective working relationships; knowledge of OCLC cataloging preferred; knowledge of other automated systems applicable to libraries desired; background in sciences desired. **Application procedure: send letter of application by March 16,** including resume and names of 3 references, to: Bonnie Jackson Clemens, Assistant Director for Administrative Services, **University of Georgia Libraries, Athens, GA 30602.** This position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

Nesbitt and evening colleges librarian in the Hagerty Library of Drexel University. The requirements for this position are master's degree in library science, at least 2 yrs.' professional experience in reference work including database searching, and an acceptable subject background or interest. The Nesbitt and evening colleges librarian works closely with the faculty and students of the colleges. Reference work, bibliographic assistance, and book selection in the field of art, architecture, education, design, psychology, and human behavior and development form the principle responsibilities of the position. The starting salary is $15,000 per year with academic status, retirement and illness benefits. A higher salary may be available depending on qualifications. **Deadline for applications is March 15.** Interested persons should address their correspondence to: Lucille R. Jones, Head of Administrative Services, **Drexel University Library, Philadelphia, PA 19104.** An equal-opportunity, affirmative-action employer.

Reference department head: University of Georgia, Main Library (salary: minimum $25,000). Duties: responsible to the assistant director for public services for administering the main library reference department (social sciences and humanities) and coordinating its activities with other departments. The department provides reference, instructional, and referral services on an individual basis; conducts formal library instruction through general tours and specialized presentations; prepares bibliographies and guides; performs computerized database searches; and develops a strong, viable reference collection (currently approximately 20,000 volumes). The head supervises the assistant head, coordinator of bibliographic instruction, coordinator of online services, 8 reference librarians, 3 support staff, and student assistants. Qualifications: master's degree from ALA-accredited library school; minimum 3 yrs. of relevant experience in a large academic or research library; extensive working knowledge of reference and bibliographic sources in social sciences and humanities; demonstrated supervisory ability; bibliographic instruction experience; knowledge of computerized database searching; effective oral and written communication skills; ability to work effectively with colleagues, students, and faculty. **Application procedure: send letter of application by March 16,** including resume and names of 3 references to: Bonnie Jackson Clemens, Assistant Director for Administrative Services, **University of Georgia Libraries, Athens, GA 30602.** This position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

Reference/instruction librarian. Provides reference service, online searching, instruction, and assists in collection development. MLS from ALA-accredited library school. Second master's degree desired (progress toward a second master's required for tenure). Academic background or library experience in social sciences (especially business), sciences, health sciences, or engineering preferred. Minimum of 3 yrs.' experience in academic library reference services including bibliographic searching and instruction. Collection development experience desired. Ability to communicate effectively in oral and written presentations and planning and supervisory skills essential. Tenure-track position. Candidate will be expected to meet library and university criteria in research,

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BERKELEY

Systems Librarian

Develop user and training manuals for existing systems as well as those being developed. Keep documentation up-to-date reflecting changes which are implemented. Analyze and document procedures to insure integration of automation efforts into established routines. Act as liaison between Library Systems Office and library users regarding appropriate use of automated systems and MARC formats.

Requires MLS degree, experience with computer-based library systems, and MARC format. Familiarity with library technical processing, facility in report writing, and good communication and training skills highly desirable.

Full job description mailed on request. Salary in the $18,456–$23,616 range to start, depending on qualifications. Starting date June 1, or as soon thereafter as possible. **To apply, send resume, including names and addresses of 3 professional references, by March 15** to:

William E. Wenz
Library Personnel Officer
Rm. 447 General Library
University of California
Berkeley, CA 94720

An equal-opportunity, affirmative-action employer

publication, service for promotion and tenure. Rank and salary dependent upon qualifications. Minimum $17,000. 10-mo. contract, TIAA/CREF, excellent fringes. **Deadline (postmark) for letter of application, resume, and names of 3 references: March 15.** Starting date: Aug. 15. Submit to: Suzanne O. Frankie, Dean of the Library, **Oakland University Library, Rochester, MI 48063.** An equal-opportunity, affirmative-action employer.

Reference librarian/bibliographer in life sciences areas. To provide general and specialized reference service, serve as subject specialist/bibliographer in life sciences, participate in collection development program, and act as liaison to corresponding university departments, including department of food and nutrition. Required: ALA-accredited degree, academic background in life sciences, minimum of 3 yrs.' public services experience in an academic or life sciences library, good communication and interpersonal skills. Additional subject master's preferred. Available Sept. 1. **Application deadline March 1.** Minimum salary $17,000 (10½-mo. contract). Send resume with names of 3 references to: Thomas Lindsey, Chair, Life Sciences Search Committee, **Texas Tech University Libraries, Lubbock, TX 79409-0001.** Texas Tech University is an affirmative-action and equal-opportunity employer.

Reference librarian/communication & leisure studies subject specialist (search extended). Responsibilities include reference service; computer literature searching; orientation and instruction; collection development; faculty liaison. Qualifications: ALA-MLS; demonstrated communication skills, degree (preferably graduate) in a behavioral science relevant to communication, journalism/telecommunication, or leisure studies. Preference will also be given to candidates with training and/or experience in reference, computer literature searching, library instruction, or collection development. Salary: from $16,300, dependent on qualifications. **Send statement of qualifications, current resume, and names, addresses, and telephone numbers of 4 recent references by March 15 (postmark accepted)** to: Constance Corey, **Hayden Library, Arizona State University, Tempe, AZ 85287.** Minorities are encouraged to apply. ASU is a committed equal-opportunity, affirmative-action employer.

Science reference librarian/subject specialist for mathematics, physics, and astronomy (search extended). Responsibilities include reference service; online literature searching; orientation and instruction; collection development; faculty liaison. Qualifications: ALA-MLS or foreign equivalent; strong background in science (academic training and/or experience); demonstrated communication skills. Preferred: undergraduate or graduate degree in mathematics or physics; experience in reference and collection development; training in and/or experience with Lockheed, BRS, SDC. Salary: from $16,300, dependent on qualifications. **Send statement of qualifications, current resume, and names, addresses, and telephone numbers of 4 recent references by March 15 (postmark accepted)** to: Constance Corey, **Hayden Library, Arizona State University, Tempe, AZ 85287.** Minorities are encouraged to apply. ASU is a committed equal-opportunity, affirmative-action employer.

Serials/reference librarian. University of Nevada, Reno, seeks energetic, innovative librarian for split assignment: half-time head of serials department and half-time member of professional staff of reference department. Serials responsibilities include supervision of 3 library assistants, serials collection development, planning, and some public service. Reference responsibilities include assisting library users, instructional activities, and selection of reference materials. Graduate library degree from ALA-accredited school and appropriate experience with serials and/or reference, preferably in an academic or research library. Strong communication skills and supervisory skills. Faculty status requires that librarians meet faculty standards for appointment, promotion, and tenure. Salary $17,135–$25,101, depending on qualifications and experience. 12-mo. appointment. TIAA/CREF, 24 days' annual leave. Open July 1. Mountains, desert, lakes, 5 hrs. from San Francisco by car. **Send resume and names and addresses of 3 references by March 15** to: Ruth H. Donovan, Associate Director of Libraries, **University of Nevada, Reno Library, Reno, NV 89557.** An AA, EEO employer.

Systems development librarian. Northern Illinois University is seeking a qualified individual to fill the position of systems development librarian. MLS from an accredited library school and a second master's or completion of 30 hrs. beyond the MLS required. Experience in an academic or research library in comprehensive systems planning and analysis, and automated systems development required; familiarity with national trends and strengths and weaknesses of specific applications of computer hardware and software in the academic environment. Responsibilities include: coordinating the planning and implementation of automation projects throughout the library; studying existing manual systems and assessing the viability of current automation activities in acquisitions, cataloging, circulation, and interlibrary loan, to lead to the implementation of an automated integrated library system. $25,000 minimum for a 12-mo. contract; Illinois retirement system; one mo.'s vacation; faculty status and rank. **Send resume, placement file, official transcripts, and 3 letters of recommendation by March 15** to: John Tyson, Assistant to the Director, **Northern Illinois University Libraries, DeKalb, IL 60115.**

Technical services librarian. Participates with the head of technical services in developing goals and procedures for acquisition and cataloging operations; performs original cataloging of print and nonprint materials; oversees reclassification and retrospective conversion projects; supervises catalog maintenance, including authority work. Qualifications: an ALA-accredited MLS; 2–4 yrs. of technical services experience; knowledge of OCLC, AACR2, LC classification and subject headings; ability to work with foreign-language materials. Salary: $18,000 minimum. **Send resume and names of 3 references by March 9** to: Phyllis Cutler, College Librarian, **Williams College Library, Williamstown, MA 01267.** An EO, AA employer.

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2 positions: Southwest Missouri State University Library. 1) **Government documents librarian.** Administers federal and state depository collections. Limited night and weekend reference duty and occasional teaching assignment. ALA-MLS required; documents experience strongly preferred, supervisory experience helpful. 9-mo. appointment with faculty rank. Additional summer appointment usually available. Salary $15,000–$18,500, commensurate with experience. 2) **Head, circulation department.** Administers manual circulation system in a department of 4 full-time assistants plus 13,500 annual hrs. of student help. Annual circulation 145,000. Limited night and weekend reference duty and occasional teaching assignment. ALA-MLS required; circulation and supervisory experience preferred; knowledge of or experience with automated systems helpful. 9-mo. appointment with faculty rank. Additional summer appointment usually available. Salary $15,000–$18,500, commensurate with experience. Effective date for both positions: Aug. 27. **Applications must be received by March 15.** Send letter of application with resume and 3 references to: Lynn S. Cline, Director of Public Services, **Box 175, Library, Southwest Missouri State University, 901 S. National, Springfield, MO 65804-0095.** An equal-opportunity, affirmative-action employer.

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2 positions. The Pennsylvania State University Libraries have 3 faculty positions with academic rank available immediately. These include: 1) **documents librarian/social sciences cataloger;** 2) **engineering librarian/science cataloger;** and 3) **physical sciences librarian/science cataloger.** These positions provide opportunities for creative and flexible librarians to work with both public and technical service aspects of an integrated automated system (LIAS) which allows decentralization and distribution of original cataloging to public service units. The positions will involve a full-time training assignment in the cataloging department at the outset; they will have, after several months, a physical and administrative home in a public service unit, where they will have reference and collection development responsibilities while maintaining formal ties with the original cataloging unit and an original cataloging assignment. Duties in the respective areas include reference and instructional services, database searching, collection development; original cataloging in respective subject areas, including authority work, classification, subject headings; surveillance of database quality; and establishment of bibliographic policy and priorities for assigned subject field. The documents position will also include responsibility for analysis to develop plans to include the documents collection in the library database. Specific requirements for the documents position: reference experience with government documents; facility in one Western European language; academic background in political science or history preferred. Specific requirements for the engineering and physical science positions: academic background in the sciences; facility with German or Russian. General requirements for all positions: ALA-accredited MLS or equivalent; subject master's degree preferred; knowledge of AACR2 and MARC tagging; experience working with a national utility or local automated system in the cataloging of library materials preferred. Potential for promotion and tenure considered. Salary and rank dependent upon qualifications; minimum $18,000. Excellent benefits. **Deadline: Feb. 15, or until suitable candidates found.** To apply, send letter of application, current complete resume, and names of 3 references to: Anne Minshall, **Box LDS, The Pennsylvania State University, E505 Pattee Library, University Park, PA 16802.** An equal-opportunity, affirmative-action employer.

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2 professional openings, Hollins College. 1) **Circulation librarian.** Responsible for circulation activities, including closed reserve, stack maintenance, supervision of student assistants. Requirements: MLS from accredited school or equivalent experience; some knowledge of online bibliographic retrieval (DIALOG) desirable. Nonautomated circulation system. Minimum salary $13,500; fringe benefits competitive. 2) **Reference librarian.** Duties include general reference service, bibliographic instruction, interlibrary loan, supervision of government documents collection. Requirements: MLS from accredited school or equivalent experience; evidence of broad range of interests and reading; reading knowledge of at least one foreign language. Some knowledge of online bibliographic retrieval highly desirable. Minimum salary $13,500; fringe benefits competitive. Hollins College is a liberal arts college for women

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ALA

Editor/Publisher
CHOICE

Editor and publisher for the *CHOICE* magazine and related products. Has overall responsibility for editorial, production, financial, marketing, advertising, promotion, and distribution activities for *CHOICE*, *Reviews-on-cards*, and other publications and services produced by *CHOICE*. Manages a staff of 20 and a budget of $1 million.

CHOICE is a book and nonprint reviewing journal targeted at college and university libraries, and is located in Middletown, Conn. The editor/publisher is responsible to the executive director of ACRL, a division of the American Library Association, located in Chicago.

Position qualifications: demonstrated competence in management and administration; knowledge of higher education in North America—developments and trends in academic programs—and the role of the academic library in the college and university; knowledge of publishing, particularly journal publishing—editorial aspects, production, marketing, advertising, distribution, and copyright; knowledge of academic librarianship and collection management issues and challenges; a high level of energy and stamina; knowledge of data processing and computers, and how this technology can be used in publishing; ability to meet deadlines and a budget.

Evidence of qualifications may consist in part of a degree in librarianship and business administration, degrees in other disciplines, and relevant experience.

Position available late July 1984.

Salary range: $30,400–$45,600; 22 days' vacation; TIAA/CREF.

Send resume and the names and addresses of 3 references by March 15 to:

Executive Director—*CHOICE* Search
ACRL/ALA
50 E. Huron St.
Chicago, IL 60611

An equal-opportunity, affirmative-action employer

with an undergraduate enrollment of 870, and 100 graduate students. The library has a collection of some 225,000 volumes and a staff of 13, including 6 professionals. Send resumes with at least 3 references to: Richard E. Kirkwood, Librarian, **Fishburn Library, Hollins College, Hollins College, VA 24020.** An equal-opportunity employer.

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2 reference/public services positions, DePauw University. DePauw University, an undergraduate, liberal arts college, is seeking 2 innovative librarians to expand reference and outreach information services (search extended). 1) **Coordinator of information services.** Manages reference department and coordinates the information specialist program where librarians work with academic departments on selection and user instruction. Required: an ALA-MLS, substantial professional experience (5+ yrs.) in public/information services, proven reference and supervisory capability, strong interpersonal skills, competence in planning information services, and online searching experience. Salary: $22,000. 2) **Reference librarian/information specialist.** Responsibilities include reference, online searching, collection development, and user instruction. Required: an ALA-MLS, reference experience in an academic library, online searching, and communication skills. A second master's degree or a subject specialty is highly desirable. Salary: $16,000. Both positions are available June 1, and offer faculty rank and status. **Deadline: March 1.** Apply to: Jana Bradley, Director of Libraries, **Box 137, DePauw University, Greencastle, IN 46135.** An affirmative-action, equal-opportunity employer.

LIBRARY EDUCATION

Assistant professor, salary negotiable but ordinarily $20,000, to fill a tenure-earning position, Aug. 16. Teaching responsibilities primarily in school library /media studies. 5 courses per academic yr., plus the supervision of a limited number of student interns in school media centers. Summer-school teaching may add up to 30 percent of salary. Liberal fringe benefits. Doctorate, completed or nearing completion, and a strong commitment to research required. **Formal evaluation of applications will begin on Feb. 15.** Send resumes to: Search Committee, **Graduate School of Library Service, POB 6242, University of Alabama, University, AL 35486.** The University of Alabama is an equal-opportunity, affirmative-action employer.

Assistant professor. To teach systems analysis, computer programming, computer applications in libraries and/or library technology. To direct and expand a regional clearinghouse for microcomputer applications. PhD is required. 9-mo. salary $20,000+, negotiable. **Deadline for applications is March 15.** Position available Aug. 27. Send resume and references (or write or call for additional information) to: Bonnie B. Thorne, **Sam Houston State University, School of Library Science, POB 2236, Huntsville, TX 77341; 409-294-1153.** AA, EEO.

Faculty position, School of Library and Information Studies. Faculty position at assistant, associate, or full professor level to begin July 1, or by arrangement, in area of bibliographical information systems. Desired qualifications: expertise in one or more of the following: analysis of design of systems for intellectual access to documents, organization and management of bibliographical records, cataloging, and classification; indexing and classification theory and practice; applications of computer technology to bibliographical access systems; teaching ability; doctorate or comparable evidence of research ability; relevant applied research, development, or operating experience. Salary $21,100 minimum. Title and salary depend on qualifications. **Applications and nominations by 5:00 pm, March 1,** to: Robert D. Harlan, Chair, Search Committee, **School of Library and Information Studies, University of California, Berkeley, CA 94720.** The University of California is an equal-opportunity, affirmative-action employer.

Faculty position. Tenure-track appointment as professor, associate professor, or assistant professor to take responsibility for the curriculum in library and information service for and information use by children and young adults. Applicants sought from relevant specialties within librarianship and from such fields as psychology, linguistics, communication, anthropology, or sociology. Appointee will be expected to advise students in the MLIS, PhD, DLIS, and post-MLIS certificate programs; engage in research and publication; and share in school, university, and/or public service. Ability to teach one or more core courses (bibliography, reference, cataloging) desirable, though not required. Qualifications: teaching ability; relevant practical experience; PhD or comparable evidence of research ability. Salary $21,100 minimum. Title and salary depend on qualifications. Available July 1, or by arrangement. **Applications and nominations by 5:00 pm, Feb. 15,** to: Nancy Van House, Chair, Search Committee, **School of Library and Information Studies, University of California, Berkeley, CA 94720.** The University of California is an equal-opportunity, affirmative-action employer.

Library and information science faculty. One tenure-track position available Sept. at Drexel University for candidate prepared to teach existing courses and to develop new courses and research projects in 2 or more of the following areas: resources and their use, reference and information services, networking and technology applications in traditional and nontraditional information environments, services to general adult and young adult readers. Doctorate, supplemented by experience in information work, teaching, or research desired. Appointment at assistant or associate professor level depending on qualifications. Salary negotiable from minimum of $25,000 per academic year as assistant professor. Candidates should have strong interests in research and in teaching at both graduate and undergraduate levels. **Closing date: March 1.** Resume should accompany application to: Howard White, Search Committee, **College of Information Studies, Drexel University, Philadelphia, PA 19104; 215-895-2474.** An equal-opportunity, affirmative-action employer; applications from women and minorities desired.

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2 positions. The University of Texas at Austin invites applications for 2 positions of assistant professor (tenure-track) of library and information science to begin with the fall semester 1984. Candidates should possess the PhD (or expect to receive it in 1984) in library and information science or in a related field. Knowledge of computers and their applications in libraries and other information agencies is essential; some experience in computer programming is preferred. One position requires knowledge of technical services, especially cataloging. Demonstrated ability in research is important. Salary (9-mo.) $23,000+ depending upon qualifications; summer-school teaching is usually available. **Apply by Feb. 15** to: Ronald E. Wyllys, Acting Dean, **Graduate School of Library and Information Science, The University of Texas at Austin, Austin, TX 78712-7576.** An equal-opportunity, affirmative-action employer.

MEDICAL LIBRARY

Coordinator for user education. We are seeking a coordinator of user education to design and establish a new education program in our library. This position requires a self-motivated, creative person who can work easily with faculty and students, understands educational issues, and has extensive reference and user education experience. Responsibilities include program planning, curriculum design, teaching, grant preparation, long-range planning, organizing tours and seminars, and managing the work of librarians involved in education activities. Of immediate concern is the development of a course for medical students in information management skills utilizing computer technology. The coordinator for user education will report directly to the associate director for public services. Ours is a very active library serving 19 health science institutions in the Texas Medical Center including 2 major medical schools, 3 nursing schools, and various allied health science programs. It is also a regional resource library for the South Central Regional Medical Library Program. Requirements for the position include an MLS from an ALA-accredited school, experience in online searching, at least 4-5 yrs.' experience in a reference department, and extensive experience in the design and delivery of education programs. Medical library experience preferred. Salary commensurate with experience; minimum $22,000. Benefits include 24 vacation days per year; paid medical, dental, life insurance; TIAA/CREF retirement plan. **Applications will be accepted until Feb. 29.** Send letter of application, resume, transcripts, and names of 3 references to: Janis Apted, Director of Organization Development, **Houston Academy of Medicine—Texas Medical Center Library, 1133 M.D. Anderson Blvd., Houston, TX 77030.**

OTHER

Executive director of PAIS. Responsible for the management of all PAIS activities: planning; policy recommendations; communications with board, staff, and members; personnel, financial, and product management; purchasing; marketing and membership services. Qualifications: MLS degree in library or information science; management experience with emphasis on personnel and marketing management; experience in periodicals publishing; communication skills; experience with computerized publishing; techniques for indexes; experience with online information retrieval systems. Public Affairs Information Service (PAIS) is a nonprofit educational corporation, publishing the *PAIS Bulletin* and the *PAIS Foreign Language Index,* which are also available for online searching through various vendors. Salary range: $35,000—$61,000. Initial appointment no greater than $50,000. Excellent fringe benefits. **Search reopened: deadline Feb. 15.** Resume to: Wilhelm Bartenbach, Executive Director, **PAIS, 11 W. 40th St., New York, NY 10018.** Equal-opportunity, affirmative-action employer.

NETWORK

Project Director & Automation Specialist

Upper Peninsula Region of Library Cooperation
Marquette, Mich.

Project director and automation specialist for the Upper Peninsula Region of Library Cooperation, a multitype cooperative of approximately 100 libraries representing academic, public, school, and special libraries in Michigan's Upper Peninsula. Must provide technical expertise in the planning, coordination, evaluation, and implementation of a regional automated library system. Reports to the UPRLC Governing Board.

Qualifications: MLS desirable, substantial experience with automated library systems essential, proven analytical and problem-solving skills, demonstrated administrative and organizational skills, ability to work well with all levels of professional and technical staff, demonstrated skills in writing and speaking, willingness to travel frequently.

Salary: $28,000—$33,000. **Deadline is Feb. 29.** Submit resume and 3 letters of reference to: **Search Committee, Upper Peninsula Region of Library Cooperation, 217 N. Front St., Marquette, MI 49855.**

PUBLIC LIBRARY

Admin. coord., audiovisual & blind & physically handicapped services. Supervising admin. in county library system with 17 branches to plan & manage AV/BPHS dept., supervise 6 staff, & select AV materials & equipt. Qual.: MLS, prior management, 2 yrs.' library experience, strong in area of AV materials & equipt. with interest in working with blind & physically handicapped. Start $18,158; $20,000 within one yr. plus annual increases. Liberal fringes. Open until filled. Inquire at: **Kent County Personnel Office, 300 Monroe NW, Grand Rapids, MI 49503; 616-774-3524.** EOE.

Administrative librarian. The Grande Prairie Public Library District seeks an innovative individual to assume leadership of a progressive public library with a budget of $326,000 serving 28,000 residents of 2 south suburban communities in the Chicago metropolitan area. The library has recently occupied a new 16,000-sq.-ft. building and is in the process of automating its circulation system. The successful candidate will have an ALA-accredited MLS and a minimum of 3 yrs.' administrative experience. Minimum annual salary of $21,000 commensurate with experience. **Send letter of application, resume, and references by Feb. 24** to: Betty Barcheski, President, **Grande Prairie Public Library, 3479 W. 183rd St., Hazel Crest, IL 60429.**

Administrator for 13-co. public library system serving 81 libraries in predominantly rural area of northeast Iowa. Position available immediately. Position requires ALA-accredited MLS and a minimum of 3 yrs.' experience in public library administration. Position requires superior communication skills, energy, enthusiasm, and flexibility. Must be able to understand the special problems and potentialities of libraries in cities of 1,000 population or less, as well as those of libraries in larger urban areas. Directs, plans, and coordinates program of regional library system. Consultant work with library staffs, boards of trustees, and government officials. Requires extensive driving; must obtain valid Iowa driver's license. Salary mid-$20s depending on experience and qualifications, plus fringe benefits. **Application deadline: Feb. 15.** Send resume and 3 references to: Jeanne

Thomas, Chair, Search Committee, **Northeastern Iowa Regional Library System, 619 Mulberry St., Waterloo, IA 57073; 319-233-1200.** EEO, AA employer.

Assistant director for branch services. Public Library of Charlotte & Mecklenburg County is accepting applications for this position. MLS from ALA-accredited library school, N.C. public librarian certification, and minimum 5 yrs.' progressively responsible library experience including management and supervision required. Applicants must demonstrate administrative ability, strong leadership qualities, exceptional communication skills, and possess extensive knowledge of and ability to apply principles, practices, and procedures of library organization and management. Responsibilities include: planning and directing service provision through branch facilities; planning for library resources and future needs; determining priorities and methods for efficient extension operation; consulting with administration and providing information necessary for long-range planning; and establishing and implementing policies and procedures for service needs. PLCMC is a metropolitan public library system serving 400,000+ population with annual budget of $5.5 million, staff of 175+, 15 branches currently operating, and expansion program approved and budget projections providing 4 additional locations. Salary: $23,688–$32,580, beginning step dependent on qualifications. **Application deadline: March 31.** Send resume and list of 3 references to: Judith K. Sutton, Associate Director of Libraries, **Public Library of Charlotte & Mecklenburg County, 310 N. Tryon St., Charlotte, NC 28202.**

Assistant director of technical services. The Public Library of Columbus and Franklin County seeks an energetic individual, capable of meeting the challenges of a major metropolitan library system acclaimed for its commitment to excellence. This is an outstanding opportunity for a person with 3 yrs. of progressive related experience and a graduate degree in library science from an ALA-accredited college or university. Under general supervision of the director of technical services, the individual selected will be responsible for acquisition, processing, bibliographic holdings data, and the timely delivery of all library materials (budget of $2.4 million at the best possible prices). In order to receive prompt consideration, candidates should have demonstrated administrative, managerial, and communication skills and be capable of supervising and assisting in the professional development of 9 full-time staff members. The Public Library of Columbus and Franklin County is a progressive system with a challenging work environment. There are 20 branches, 3 bookmobiles, 350 employees, and a current budget of $10.2 million. Salary $24,500 negotiable. The system has a strong tradition of creative programming emphasizing professional growth and development among its staff. PLCFC is located in Ohio's capital, with an aesthetic, cognizant population exceeding 1 million residents and numerous educational and cultural opportunities. **If interested, submit salary history and resume in confidence no later than Feb. 29** to: **Personnel Department, Public Library of Columbus and Franklin County, 28 S. Hamilton Rd., Columbus, OH 43213.** An equal-opportunity, affirmative-action employer.

Assistant library director. New administrator to be responsible for grants, interlibrary loan, and nonpublic service functions of a public library system serving a city of over 400,000 in a county of over 900,000. Requirements: MLS from ALA-accredited college, plus 8 yrs. of professional librarian experience. 5 of the 8 should have been in a supervisory capacity and at least 5 of the 8 should have been in public libraries. Applicants must demonstrate experience and knowledge of library management, library automation, public and technical services. Must also communicate effectively orally and in writing. Salary commensurate with experience and qualifications. Range is $27,672–$38,916. **Send letter of application, resume, and record of MLS transcripts by March 9.** Apply to: **City of Fort Worth Personnel Dept., 1000 Throckmorton, Fort Worth, TX 76102.** An equal-opportunity employer.

Chief librarian, City of West Palm Beach, Fla. Administers a public library serving a city population of 65,000, with a staff of 16 and an annual budget of $490,120. Salary range: $27,312–$34,836 yearly. Qualifications: ALA-accredited MLS; 10 yrs.' experience as professional librarian, including 5 yrs. at an administrative level; knowledgeable in all areas of library services, budget planning and preparation, purchasing. Benefits: 12 vacation days; 12 sick-leave days; 10 holidays; paid hospitalization and life insurance; pension program. Send resume to: **Norman L. Good, Director of Personnel, POB 3366, West Palm Beach, FL 33402.** An equal-opportunity employer.

Children's librarian. Challenging position in progressive library system. Wide range of responsibilities in programming and service under head of children's services. Available April 1. LSCA grant position (up to 21 mos.); potential for permanent funding. **Entry-level,** $16,000 per yr. plus benefits. MLS required. Send resume to: Director, **Spartanburg County Public Library, POB 2409, Spartanburg, SC 29304.**

Children's librarian, Hartford Public Library. To plan and implement children's program for attractive branch in redeveloped area. Branch houses 10,000 volumes, is located in school complex. MLS required. Spanish desirable. $17,381–$25,896. 20 days' vacation, retirement plan, fully paid life, medical, and dental insurance. Immediate opening. Apply to: Wilbur B. Crimmin, Librarian, **Hartford Public Library, 500 Main St., Hartford, CT 06103.** An equal-opportunity employer.

Children's librarian (reopened) for combined public community college/county library system, including main library, 5 branches, and books-by-mail. Starting salary $18,000. We're located one hr. from Memphis and 15 minutes from the Mississippi River. Our library has recently won a guaranteed 35-percent increase in funding. We need an active, enthusiastic librarian who can build one of the best children's programs in the state of Arkansas. We now have the resources; now we need the right person. You must have a proven record to build this type of successful program and an MLS. We have the solid support of our community. If you want lots of responsibility and action, write: Personnel Committee, **Mississippi County Library System, 200 N. 5th St., Blytheville, AR 72315.**

City librarian, Richmond, Va. Public library system consists of main library and 7 branches. Required: completion of core curriculum for a master's level in library science; 10 yrs.' experience in professional library work including 5 yrs. in an administrative or management capacity. Eligible for certification by Virginia State Board for the Certification of Librarians. Minimum salary: $37,500. Open Aug. **Send request for application with resume by March 1** to: Library Board, **Richmond Public Library, 101 E. Franklin St., Richmond, VA 23219.**

Director, Idaho Falls Public Library (also serves as regional systems director). Serving 65,000 in the heart of the Intermountain West. $600,000 budget, 25 FTEs. MLS plus 5 yrs.' experience, 2 in supervisory positions. Salary: $30,000 with liberal fringe benefits. **For application, contact (by March 15):** Helene Smith, Administration Office, **IFPL, 457 Broadway, Idaho Falls, ID 83402; 208-529-1450.** An equal-opportunity employer.

Library director, Walter Cecil Rawls Library & Museum, a regional public library system in southeastern Va. serving 4 counties and one city. Staff of 16 FTE, circulation of 262,722, annual budget $379,618. Headquarters, 2 branches, 2 bookmobiles, one station. Responsible for administration of all activities, for budget preparation, and long-range planning. Requires: master's degree in library science from an ALA-accredited institution with at least 3 yrs.' experience, including 2 in administration in public libraries. Must possess good communication skills and be able to work effectively with governmental agencies and community groups. Experience with computerized library operations preferred but not required. Director is also responsible for small fine arts museum housed in headquarters which is an active affiliate of the Virginia Museum in Richmond. Experience in arts administration preferred, but not required. Salary $17,000–$23,000. **Application deadline Feb. 29.** Send current resume and list of references to: **Search Committee, POB 216, Wakefield, VA 23888.**

Professional assistant in parish (county) system. Ascension Parish (Public) Library has an immediate opening for a graduate of an American Library Association-accredited library school. Librarian to improve, expand, develop adult reference services. Location: Ascension Parish Library/Gonzales, 708 S. Irma Blvd., Gonzales, LA 70737. New (1980), 18,450-sq.-ft. library building serves city of Gonzales (7,000+ pop.) and entire east Ascension area; located approximately 25 mi. south of Baton Rouge, 60 mi. north of New Orleans, 20 mi. east of HQ in Donaldsonville. Maximum starting salary of $16,500 depending upon qualifications. Prefer at least one yr. of experience but willing to consider new graduate. Send letter of application with references and resume to: Earline M. Decoteau, Librarian, **Ascension Parish Library, 500 Mississippi St., Donaldsonville, LA 70346.**

Public library director (reannouncement) for Cullman County regional library. MLS required, one yr.'s professional experience preferred. Salary—$15,000. Send application including phone numbers of previous employers and references to: **Dennis T. Adams, Rt. 2 Box 390C, Cullman, AL 35055.**

Supervisor, media department. Responsible for the overall management of a public library media department with a collection of 1,000 16mm films, 3,000 bookings/mo. Media materials budget $55,000/yr. College degree with 5 yrs.' library media work. Comprehensive knowledge of media services including film, slides, audio- and videotapes, personal computers, art prints. Demonstrated supervisory ability and leadership skills. Develops, implements, and evaluates programs and services. Salary range $15,606–$19,902 negotiable depending upon experience. Supervises staff of 5. Send resume to: Jane W. Bradford, Director, **Westerville Public Library, 126 S. State St., Westerville, OH 43081.**

Supervisor of reference services. Public library, Marshfield, Wis. Responsible for the development and implementation of all reference and information services; collection development; services to the patron; processing of interlibrary loan requests; and related duties. Required is a thorough knowledge of current professional reference techniques. Familiarity with electronic databases and computer technology helpful. Master's degree in library science from ALA-accredited school a minimum requirement. Highly desirable would be several yrs. of general library experience, particularly in a public library reference department. Current salary range of $16,645 up to $20,320 in 36 mos. (5 steps) with 6-percent cost-of-living increment July 1. Excellent fringe benefits. Library has 14 FTE employees, an excellent materials budget, and a major building addition due to begin construction in the spring. **Deadline for receipt of applications is 5:00 pm, March 15.** For application materials, contact: **Personnel Department, City Hall, 112 E. 2nd St., P.O. 727, Marshfield, WI 54449; 715-387-6597.**

Supervisor of technical services (search continued). Public library, Marshfield, Wis. Responsible for the acquisition, cataloging, and classification of all print and nonprint materials; maintenance of card catalog and shelflist; processing department; and related duties. Required is a thorough knowledge of current professional cataloging techniques. Familiarity with centralized processing systems and computer technology helpful. Master's degree in library science from ALA-accredited school a minimum requirement. Highly desirable would be several yrs. of general library experience, particularly in a technical services department. Current salary range of $16,645 up to $20,320 in 36 mos. (5 steps) with 6-percent cost-of-living increment July 1. Excellent fringe benefits. Library has 14 FTE employees, an excellent materials budget, and a major building addition due to begin construction in the spring. **Deadline for receipt of applications is 5:00 pm, March 15.** For application materials, contact: **Personnel Department, City Hall, 112 E. 2nd St., P.O. 727, Marshfield, WI 54449; 715-387-6597.**

Youth services head. Baldwin Public Library in the suburban Detroit community of Birmingham, Mich., seeks an energetic youth services head with an MLS from an ALA-accredited library school. Applicant must have a minimum of 5 yrs.' experience in youth work including demonstrated organizational and supervisory ability. This 40-hr. position supervises 3 part-time professionals and is responsible for all youth-room materials selection and an active program schedule. Salary range $20,880–$23,135.04. Position available March 1. **Deadline for application Feb. 15.** Send resume to: **Baldwin Public Library, Box 3002, Birmingham, MI 48012.**

SPECIAL LIBRARY

Lib. director, Los Angeles (Calif.) Japanese-American Cultural and Community Center's Murphy Library, specializing in Japanese publications and periodicals, Eng. books about Japan, and Japanese-American history and literature. MLS from accredited ALA school + min. of 3 yrs.' prof. lib. exp. Must read, write, and speak both Japanese and English. Sal. range, $18,000–$25,000. **Send resume and 3 ref. by Feb. 29** to: Kats Kunitsugu, **JACCC, 244 S. San Pedro St., Rm. 505, Los Angeles, CA 90012.**

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2 positions. Both positions administer a regional system-based library program, one position responsible for inmates and staff at adult male correctional center, and the other for inmates and staff at juvenile male correctional center. Both facilities are located 40 miles southwest of Chicago, Ill. 1) **Chief librarian—adult male corrections.** Accredited MLS and supervisory experience required. Public library background and legal research training desirable. Salary: $19,000–$21,000. 2) **Chief librarian—juvenile corrections.** Accredited MLS and experience with young adult services required. $14,000–$15,500. Send resume, references, and graduate transcripts to: Steven Welch, Institutional Services Coordinator, **Bur Oak Library System, 405 Earl Rd., Shorewood, IL 60436; 815-729-4410.** An EO, AA employer that invites minority/women applicants.

STATE AGENCY

Consultant, resource development coordination. The Colorado State Library seeks an enthusiastic, motivated, and bright librarian for the position of consultant, resource development coordination. Facilitates cooperative collection development among resource libraries in Colo. Provides consultation and/or coordination in collection development methodology and application, conservation of resources, disaster preparedness, and intellectual freedom for Colo.'s 7 regional multitype systems and the library community at large. Works in a team approach to general library development. Acts as general liaison to special and post-secondary libraries. Minimum qualifications: willingness and ability to acquire in the position knowledge and experience in all areas of job responsibilities; ALA-accredited MLS or equivalent media master's degree; 3 yrs.' professional library experience after the required educational training; demonstrated skills in leadership, interpersonal relations, oral and written communication; willingness to travel. Preferred qualifications: knowledge of or experience in one or more of the following: collection development, preservation/conservation, disaster preparedness, library development, intellectual freedom, and post-secondary and/or special libraries. Starting salary range $17,864–$25,213 dependent upon education and experience. **Applications must be received by 4:30 pm on March 5.** Send letter of application and 3 letters of reference, all of which specifically address the applicant's ability to meet the minimum and preferred qualifications, as well as a resume, to: **Personnel Office, Colorado Dept. of Education, 303 W. Colfax Ave., Denver, CO 80204; 303-534-8871.** Contact same address for full description of position. EOE.

Librarian III/library coordinator. Salary range: $1,715–$2,512/mo.; $20,580–$30,144/yr. (This position is LSCA-funded.) Primary responsibility is coordinating statewide library development. 1) Perform research and back-up technical assistance and statistical analysis for the state library and other library groups on special projects—especially library automation. 2) Work with all types of libraries to develop resource sharing and other cooperative library services. 3) Work with all types of libraries to promote statewide workshops and continuing education projects for librarians. Desirable knowledge, skills, and abilities: 1) detailed knowledge of professional library techniques, systems, and procedures; 2) ability to work with groups; 3) knowledge of library automation and systems analysis. Qualifications (minimum training and experience): requires knowledge, skill, and mental development equivalent to the completion of 4 yrs. of college, supplemented by a master's degree in library science from an accredited school and at least 5 yrs.' experience as a professional librarian. **Application closing date: March 1.** Contact: Cindy Larson, Business Officer, **North Dakota State Library, Liberty Memorial Bldg.—Capitol Grounds, Bismarck, ND 58505; 701-224-4652.**

Librarian V. State of Arizona (research/law librarian). $27,418–$37,304. Requires 5 yrs.' experience as professional librarian, including one yr.'s supervisory experience. Prefer MLS, law reference and management experience. Apply to: D. Long, **Arizona State Personnel Division, 1831 W. Jefferson, Phoenix, AZ 85007; 602-255-5482.**

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WANTED: COMPLETE VOLUMES of the *Journal of Bone and Joint Surgery* prior to 1934. For further information, please reply directly to: Dr. C. H. Rorabeck, Division of Orthopaedic Surgery, University Hospital, P.O. Box 5339, Station A, London, Ont. N6A 5A5 Canada; 519-663-2910.

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Help for the dun-in library

With one library success story to its credit, a new collection service believes it can dramatically improve any library's performance in getting back missing and overdue materials or cash debts.

Transworld Systems, Inc. (TSI), headquartered in California, has performed collection services for some 20,000 firms and organizations, collecting about $250 million worth of debts annually. Now an independent TSI contractor has developed a special Library Collection Service (LCS) and put it to the test at San Bernardino County Library (SBCL), a big 30-branch system in the Golden State.

From Jan. 2 through Dec. 31, 1983, the service collected successfully from 1,555 out of 2,642 accounts, retrieving 40 percent of the materials and cash due the library. The cash collections virtually covered the service's fee, so the library netted some $38,000 worth of items at no direct cost. According to Al DeCaprio, SBCL assistant librarian, the new service collected about four times as much as a former service, whose net proceeds to the library amounted to just $5,900.

Debtor dignity

What's the secret weapon? Contractor Wanda H. Weldon, who developed the library service and markets it, says it's "a unique philosophy to protect debtor dignity," one that recognizes the debtor as a constituent of the library. A five-stage series of dunning letters allows the debtor room to respond and thanks the delinquent patron who finally comes through.

The success of Weldon's system, however, seems more a result of completeness than of unique philosophy. Its letters —or "demands," as the service calls them—are sent by the service at 14-day intervals, and the service gives the library a monthly progress report on the accounts. The library can choose from various options within the five-stage series of letters. For example, the first letter can be "diplomatic" or "intensive"—meaning, the difference between such language as "please" and "strongly suggest." Also offered is an "attorney demand" at no extra charge. This is a notice on an attorney's letterhead indicating an "intention to pursue this claim as far as it is economically feasible" but not to "threaten or alarm you about this matter." Legally, it means little, but it seems to stop response from dropping off midway in the series.

Some interesting facts and asides have come out of the San Bernardino experience, among them:

- The return of long-lost books by patrons returning recent overdues;
- The sudden appearance of books on the library shelves, many not checked out, some belonging to other libraries;
- Patrons finding money stuffed in the pockets of books they've examined in the library;
- Response coming from patrons now living far away.

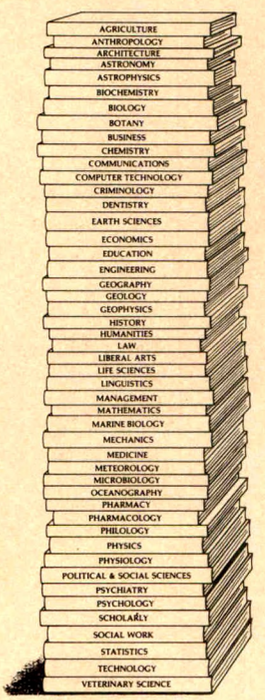
Unlike many collection services, which take a percentage of amounts recovered, Weldon offers a per-account fee, ranging from $4.25 to $6.75. The larger the number of accounts, the lower the unit cost. Branch accounts may be grouped. San Bernardino paid $5.50 per account. Weldon suggests that libraries surcharge a collection fee to the debtor. San Bernardino surcharged a $5 fee with no ill effects.

County Librarian Barbara Anderson told *AL* she was pleased with the service after one year, and would continue using it. "They try to keep the accounts current," she said, "and the better the currency, the higher the percentage of collections." Now that older accounts have been processed, the collection-success rate is approaching 50 percent.

Anderson noted that services charging a percentage of collections aren't eager to go after small library accounts, often in the $25 range or under. With a per-account fee system, however, it makes sense.

Weldon's service also helped the library redesign its card-application/registration form to gather information that would be useful later should collections be necessary. Although SBCL has not yet taken delinquents to small-claims court, it is now better set up to do so as a result of the service.

Weldon, who recently addressed the California Library Association, is introducing LCS at a second library, Newport Beach. For information, contact Wanda H. Weldon, POB 2000, Corona Del Mar, CA 92625 (714-675-7297). —*A.P.*



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Midwinter Bowl!

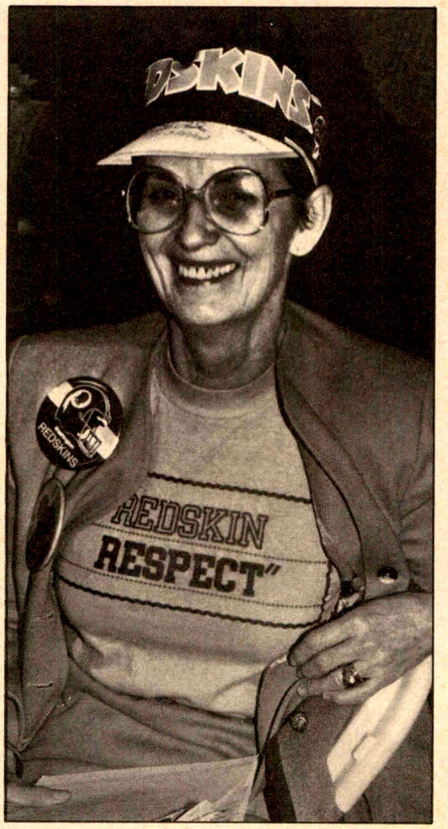
The biggest! The greatest! The highest stakes ever! The most fiercely contested!

The Super Bowl? Nah. The Super Bowl playoffs? Nah. But while the Redskins battled the 49ers Jan. 8 in Washington, D.C., for a Super Bowl berth, the biggest ALA business meeting of all time was shaping up on the other side of town.

It was Midwinter Bowl '84, Jan. 7–12, with three days of preliminary meetings, record numbers of registrations (5,210) and exhibit booths (276), reports on ALA's $11.9 million in '82–'83 revenues and $11.6 million in expenditures (both records), a massive reception in the Library of Congress Great Hall, a three-hour, celebrity-studded president's program, and, by rough estimate, some 20,000 items of business in about 2,000 meetings.

Included in that business was an ALA stand on UNESCO, a new dues schedule, almost a million in grants being made available to ALA and its units, a major reconsideration by school librarians of their role in ALA, new cataloging tools, a seeding of new public library "standards," a flying start toward coalition-building with other associations, and some good old-fashioned internal squabbling and name calling.

The top news of the Midwinter gathering is presented in the following four pages and in this issue's "In the News" department. Next month's issue will carry more, featuring executive reports, unit activities, and action photos of some of Midwinter Bowl's greatest stars.



D.C. native Patricia Berger brings Redskins fever to ALA's "Winter Bowl." Berger, chief of information resources and services at the National Bureau of Standards, is president of the ALA Federal Librarians Round Table. Among ALAers in San Francisco 49ers garb was Councilor-at-Large Elizabeth Talbot.

Members to vote on dues hike

ALA members will be asked to vote on an increase in their personal dues when they elect new officers this spring. The proposed dues schedule raises the current $50 regular annual dues by $5 each year for the next five years to reach a total of $75 in 1988. Other membership categories would be adjusted accordingly.

The schedule, proposed by the Committee on Program Evaluation and Support (COPES), was approved by the Executive Board at its fall meeting (*AL*, Dec., p. 477). COPES Chair Jan Keene presented it to Council Jan. 10.

Councilor Marilyn Goodrich said that the American Association of School Librarians opposes the proposed increases because AASL members must pay some $200 a year to belong to local and state groups of the National Education Association. Other councilors called the increases destructive and unfair.

Allen Veaner considered the new dues schedule reasonable and modest compared with dues of other library organizations. Bill Chait declared, "If we don't want ALA to end up with a deficit, we must vote a dues increase." Council approved the schedule for placement on the election ballot.

Risk task force wants examples

Joseph Shubert, chair of the task force studying *A Nation at Risk* in relation to ALA goals and objectives, asks all ALA members for persuasive examples of how librarians can play a more vital role in educational reform.

Shubert told Council that his nine-member task force had analyzed the National Commission on Excellence in Education report and five similar surveys before writing *Realities*, a four-page interim statement.

The final task force report will be delivered at the Dallas Annual Conference. Shubert said it will point out ALA's concern that *Risk* and the other surveys give little attention to the library role in education and fail to relate what libraries are doing and can do to contribute to learning.

Shubert asked for responses to be sent to the ALA Washington Office or to Joseph Shubert, New York State Library, Albany, NY 12208, by Feb. 15.

Wedgeworth reports $ surplus

"As a direct result of the hard work, wisdom, and business acumen of the Association's officers, staff, and membership," Executive Director Robert Wedgeworth told the Council, ALA showed a positive balance of $167,548 in general funds on Aug. 31, 1983. The balance marked a "dramatic recovery" from the $205,702 deficit of August 1982, he said.

Wedgeworth's State of the Association remarks will be highlighted in the March issue of *American Libraries*. A summary report of the Association's finances will appear later this spring.

Treasurer Herbert Biblo presented a summary of the audit report recording total Association assets at $9,492,650, an increase of about a million dollars over 1981 and some $284,000 over 1982. Total liabilities as of Aug. 31, 1983, were $5,513,958, a decrease of some $528,000 from the 1982 figure. ALA revenues for fiscal year 1982–83 totaled $11,918,800; expenditures were $11,637,396.

Other actions of Council

Council also:

- elected Elizabeth Futas and Margaret Chisholm to the ALA Executive Board for the 1984–1988 term.
- established the ALA Continuing Library Education Network and Exchange (CLENE) Round Table.
- urged President Reagan to declare a National Deaf Heritage Week Dec. 2–9, 1984.
- reaffirmed an earlier call for libraries to make information available about the arms race.
- requested negotiations on U.S. membership in UNESCO (see "In the News," this issue).
- named Lester Asheim and Rep. William Ford (D-Mich.) honorary members of ALA.

Further actions will be reported next month.

ALA joins ACLU in NSA dispute

At the first meeting of the Executive Board,* members unanimously agreed that ALA should join the American Civil Liberties Union in developing a suit against the National Security Agency.

Last year, NSA ordered the Virginia Military Institute George C. Marshall Research Library to halt public access to personal letters written by cryptologist William Friedman. The letters had been used by James Bamford in *The Puzzle Palace,* a critical history of the agency.

ACLU questions whether NSA can order a library to remove items from its public collection and if such action violates the First Amendment.

The Freedom to Read Foundation has agreed to underwrite any expenses incurred by ALA, the District of Columbia Library Association, or the Virginia Library Association as plaintiffs and voted an initial $2,500 grant to the ACLU Foundation.

ALA Publishing to speed service

To replace ALA Publishing Services' outdated order and subscription system, the Executive Board approved purchase of an STC Systems, Inc., turnkey package. The new order fulfilment system of software will handle all book, pamphlet, subscription, Public Information Office (including graphics), and divisional items.

The complete package costs $144,225. Publishing Services Director Gary Facente told the board the new system will pay for itself in 18 months.

The board unanimously authorized management to borrow $144,225 from the American National Bank to acquire the system.

Start-up group to plan to plan

Enthusiastic participants of a Divisional Leadership Enhancement preconference urged the Exec Board to let them help develop a long-range plan for ALA by Midwinter Meeting 1986.

Public Library Association President Nancy Bolt said the first thing was to plan to plan. PLA Vice-President Charles Robinson favored hiring an outside consultant. Bonnie Juergens, Library and Information Technology Association councilor, suggested the board appoint a small committee of its members, preconference attendees, and staff to hash out preliminaries.

Immediate Past President Nemeyer proposed a start-up group including her Directions and Program Review Subcommittee (Summers, Lynch and Minudri), Gerald Shields and William de John of the ALA Planning Committee, and Bolt and Juergens.

The board approved the expansion of Nemeyer's committee "for the purpose of designing and recommending a long-range planning process for the Association." It is to report at the spring board meeting May 2–3.

Josey to build coalitions

"Forging Coalitions for the Public Good" is ALA President-elect E. J. Josey's theme for the ALA year 1984–85 and the 1985 Annual Conference in Chicago. Josey intends to reemphasize the unity of ALA goals with those of other leading organizations concerned with public interests, he told the Executive Board.

In a five-page planning document, he presented 12 methods for implementing the theme and announced he will establish a commission of ALA unit representatives to dramatize contributions libraries make to the economic health of their communities and the nation.

AASL weighs split from ALA

At an open meeting for all committees of the American Association of School Librarians, AASL President Judith King outlined three options under consideration by the division in response to what it calls "serious fiscal constraints" within the present structure of ALA.

An ALA division since 1951, AASL has some 5,300 members, an active publications program, and two successful national conferences to its credit; but it considers certain elements of ALA's finance, staffing, and governance practices to be problematic in terms of the division's influence and growth.

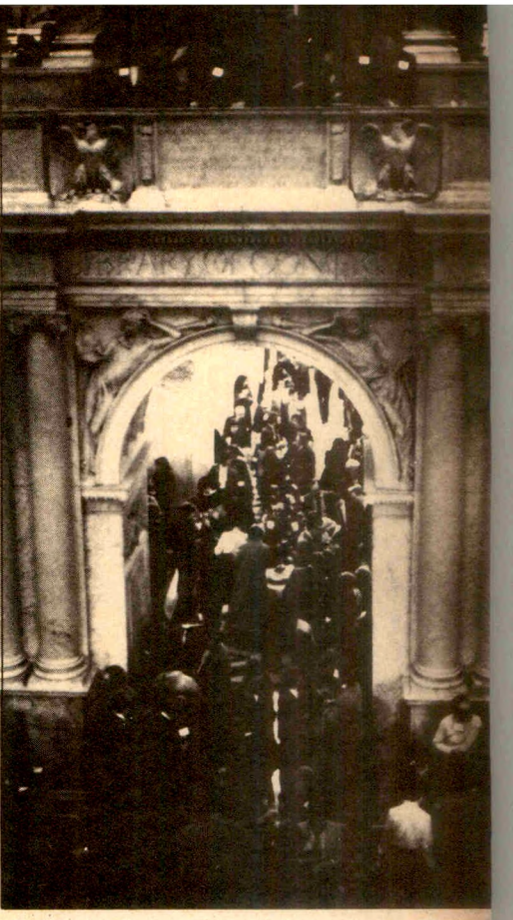
To address the problems, AASL set up a Future Structures Committee (Carol Cain, Glen Estes, and Karen Whitney), which prepared a draft report describing the difficulties and suggesting three "solutions" for consideration.

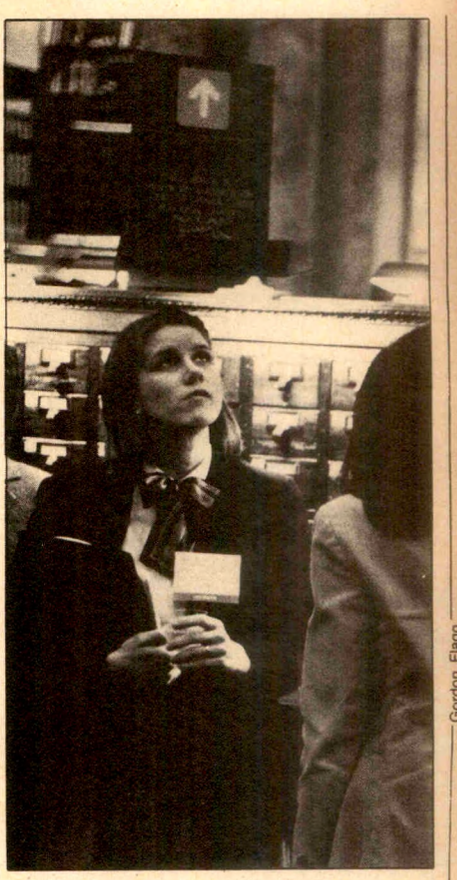
The working draft was not available for publication; but King named the three options as: 1) improving AASL's ability to work within the present ALA structure; 2) moving ALA toward a federated type of organization; and 3) separating from ALA and/or establishing a new, independent organization.

School librarians, King noted, constitute some 50 percent of the nation's librarians; yet only about 10 percent of ALA's personal members represent school library interests. (An AASL representative later opposed a new personal dues increase before Council; but the increase passed solidly. AASL has long argued that school librarians pay dues to

(Continued on next page.)

*President Brooke E. Sheldon, Vice-President E. J. Josey, Treasurer Herbert Biblo, Executive Director Robert Wedgeworth, Immediate Past President Carol Nemeyer, Margaret E. Chisholm, Jane A. Hannigan, Judith R. Farley, Regina U. Minudri, David P. Snider, F. William Summers, Arthur Curley, and Beverly P. Lynch.





Gordon Flagg

Regarding the magnificent dome of the Library of Congress Main Reading Room is an unidentified guest at LC's reception for Midwinter attendees. Above, hundreds more guests pass through an arch of the Great Hall to one of many elegant feeding stations.

numerous other educational associations, and are therefore hard-put to join ALA as an entree to AASL.)

The Future Structures draft is being studied by the AASL Board and other ALA units. An edited version will be published in the spring *School Media Quarterly*, and AASL members will be surveyed on their preferences. The AASL Board will then decide on the next action.

At Midwinter, the ALA Executive Board authorized a Board subcommittee to study the issues with AASL and, in effect, keep the lines of communication open.

Candidates for treasurer catch fire

The three candidates for 1984–88 ALA treasurer got into the thick of politics during Midwinter as they joined the presidential candidates in presenting views on ALA finances—and many other matters.

Running for treasurer are Patricia Schuman, Robert Rohlf, and incumbent treasurer Herbert Biblo. Their biographical backgrounds and official platform statements will appear in the election ballots distributed to all personal members this spring. At Midwinter, however, all revealed that their concerns did not end at the bottom line of the budget.

In a Social Responsibilities Round Table forum, Schuman was asked if she would propose changes in how financial information is disseminated to ALA groups. "Do you have three weeks?" she replied. In her subsequent remarks she called for Council to ride herd on COPES, for attention to priorities, for a modern accounting system, and for more equity in funding. "I used to fight for pennies when I was on SRRT," she said, "but when I needed a sudden $40,000 extra as a local arrangements chair in New York. I was told it was no problem."

Treasurer Biblo, pointing out that he was twice nominated by petition, said "I come from the people, and I'll work for the people." He charged that ALA "management doesn't feel we need to be privy to all the financial information. For example, every year I have to *ask* for a year-end printout of the budget."

At a conclave of chapter representatives, Biblo noted that the office of treasurer "does not bring automatic power and influence"; however, he noted that the treasurer serves as a membership elected member of the board and its finance committee, and thus is in a position to appeal to the membership for support.

Robert Rohlf told chapter reps that the treasurer must be "the financial conscience of the Executive Board and Council." He remarked that ALA's financial system had not kept up with the association's complexity. "ALA is a large holding company," he said, "and frankly, nobody knows what's going on."

Like the other candidates, Rohlf emphasized the treasurer's four-year term on the Executive Board—a year longer than the president's—and how that position called for decisions on all types of library issues.

Highlights of the presidential candidates' remarks will appear in a forthcoming issue.

ALA gains 50 million NLW allies

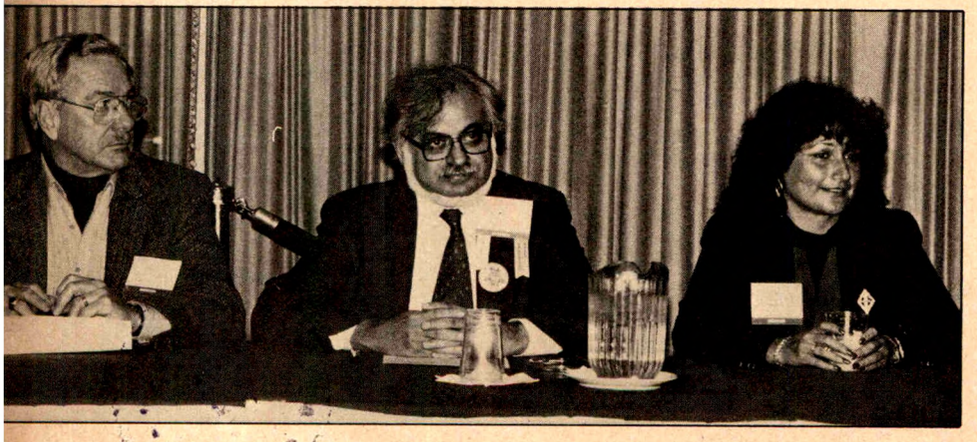
Some 35 national associations with close to 50 million constituents will join ALA this year in promoting National Library Week and its year-round goals.

Representatives from many of the associations came to a Midwinter NLW workshop sponsored by ALA's NLW Committee and its National Perspectives Task Force.

The NLW Committee, chaired by Elizabeth Stone, has developed a Partnership Program encouraging related associations to carry out national and local activities tying in with libraries and Library Week (April 8–14).

Among the 35 organizations signed up by Jan. 15 were the American Association of Retired Persons, with 13 million members, and the AFL/CIO, with 14.7 million. The Lions Clubs have already planned an NLW feature on literacy for the association's magazine, which reaches 600,000.

The National Perspectives Task Force, which contacted and enlisted the associations, is chaired by Susan M. Flowers of the National Rehabilitation Information Center.



Candidates for treasurer Robert Rohlf, Herbert Biblo (incumbent), and Patricia Schuman.

Micro software guidelines okayed

Guidelines for cataloging microcomputer software using AACR2 were made final at Midwinter and will be available soon from ALA.

Pat Thomas, chair of the Committee on Cataloging: Description and Access of RTSD's Cataloging and Classification Section, told *AL* that the group endorsed the term "machine readable data file" as the AACR2 general material designation (GMD). The guidelines call for a statement in Area 6 (the physical description area) that describes both the file and the physical carrier, such as a cassette or disk.

The final version of the guidelines will also include a glossary.

OCLC copyright debate takes toll

While the library community awaits a decision on OCLC's application to copyright its database, speakers at a discussion on "copyrighting bibliographic records" expressed dismay at the toll of time and energy the situation has taken on libraries.

Al Trezza, professor in the Florida State University library school, urged libraries and OCLC to set a deadline for negotiating contract terms and "get this thing settled once and for all." Contracts are the easiest way out of the dilemma, Trezza said. "If OCLC would spell things out [in contracts], they wouldn't need copyright."

The wide-ranging discussion took place at a networking assembly sponsored by the Association of Specialized and Cooperative Library Agencies' Multitype Library Cooperation Section.

Frank Grisham, director of SOLINET, said agreements between OCLC and the regional networks—not copyright—are the solution to OCLC's need to protect against unauthorized use of its database. The utility's copyright action "was contrary to the spirit of cooperation that has been part of library relations for so many years," Grisham said. It has resulted in unfavorable reaction in the library community, although that was not OCLC's intent.

Some libraries have considered filing copyright claims for their OCLC archive tapes as separate database compilations. However, Elliot Shelkrot, Pennsylvania state librarian, said the state library's attorney has advised against the library filing an adverse copyright claim to OCLC records created by Pennsylvania libraries. Such a claim would result in a sort of "joint authorship" of the database that would create many liabilities for libraries.

In contrast to the tortuous debate over OCLC copyright, C. James Schmidt, executive vice-president of the Research Libraries Group, said "building fences around the [RLG] database is not the way to deal with" concerns about RLG's economic viability. Indeed, RLG announced last year that member libraries may use records they contribute

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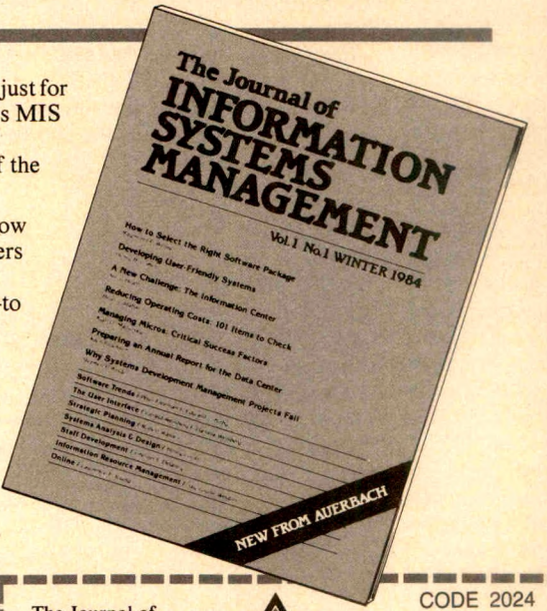

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Coalition for Literacy wins $50,000 federal grant award

U.S. Secretary of Education Terrel H. Bell presents $50,000 to Jean Coleman and Robert Wedgeworth, American Library Association coordinators of the Coalition for Literacy, at ALA President Brooke Sheldon's Midwinter Meeting Program Jan. 9.

Bell said the 11-member group had earned the grant by attracting matching funds for its literacy awareness campaign. He also lauded libraries and librarians.

to the database as they wish. "Our position is that bibliographic records should flow freely among institutions," Schmidt said.

The question of whether an assemblage of machine-readable records into particular arrangements is copyrightable is still unanswered. Schmidt said the weight of legal opinion indicates "yes," but some lawyers still say "no."

Whether OCLC obtains copyright or not, negotiations must occur between OCLC and state libraries regarding the way the database is used in resource sharing, Shelkrot said.

Centers for career help proposed

ALA has submitted a proposal to the W.K. Kellogg Foundation for funds to create five regional career development and assessment centers for librarians in the U.S. and Canada. The centers would be linked to accredited library school programs and phased in over the five years of the project.

The proposal grew out of a successful, three-year assessment center project funded by the Kellogg Foundation and cosponsored by the University of Washington library school and the Washington State Library with help from the Pacific Northwest Library Association. Charlotte Wood, co-director of the Washington project, described its results to the Library Administration and Management Association Women Administrators' Discussion Group.

Wood and co-director Ruth Hamilton had observed that the number of women applying for library management positions in the Northwest did not reflect their numbers in the profession as a whole, nor did many applicants have the minimum qualifications for management. A search for methods of helping librarians, especially women, to assess their skills and plan careers more effectively led to creation of a pilot Career Development and Assessment Center for Librarians (CDACL), located at the University of Washington, Seattle.

In 1979–82, the CDACL helped 89 librarians evaluate their skills in 14 "management dimensions," i.e., competencies needed for success in management. The center also guided the librarians in defining career goals and planning for career-related self-improvement. In addition, the project trained 53 librarian assessors to objectively observe and rate assessees' management skills in the center setting.

Outside evaluation of the project by the Battelle Northwest Human Affairs Research Center showed the assessment process can significantly affect career progression, especially for women; prepare participants to compete for high-level management positions; and improve performance in job searches.

The five regional centers proposed in the new project are modeled on the CDACL. However, Wood outlined further goals of the project: the Washington State Library will develop a method of incorporating assessment techniques into the personnel processes of libraries as well as devise a "fiscally self-sufficient" assessment model for libraries.

A copy of the pilot CDACL final report was sent to all accredited library schools.

PLA ponders new "standards"

Public libraries need broad-based "standards"—or something like them—to set goals, measure performance, fight for budgets, and make long-range decisions—all the while accounting for unique local factors. No single tool now fits the bill, according to one Public Library Association unit; but a package of tools might be developed that provides national measures *and* allows for local needs.

Planning for such a package is the PLA New Standards Task Force, chaired by Karen Krueger. The task force, which met December 15 and throughout Midwinter, has roughed out four elements that would make up a "boxed set of interrelating tools" for public library development. Included would be: a planning component, possibly a revised *Planning Process for Public Librarians;* guidelines for variable roles (missions), with measurable success factors; an input/output measurement component in the nature of PLA's *Output Measures for Public Libraries;* and a new National Database of Library Measures. Ideally, the Database would be coordinated by PLA, compiled annually, and made available in online and print versions.

The Task Force, working with many other PLA and ALA units, will identify the research required for this project, which it calls the Public Library Development Program. It will also prepare grant-proposal background for consideration by the PLA Board in June.

SCOLE requests more data from competencies project

Noting the "enormous amount of work" that has gone into King Research Associates' "New Directions" project to identify competencies required for library and information professionals (*AL,* Jan., p. 43–45), ALA's Standing Committee on Library Education has asked King Research for "the clearest of statements" about methodology used in the project.

SCOLE's Library Education Research Task Force prepared a letter to King Research stating the committee's concern that "New Directions" receive a hearing under the most favorable conditions. Toward that end, the letter requests that King explain to SCOLE how project sites were selected; how the "self-selection" process works; and how King will validate the competencies identified.

Other requests were for an explanation of methodology for changing and updating competency identification; precise definitions for some words and phrases used in the project report; and a clearer presentation of lists of competencies.

(End of Midwinter Report I)

RASD seeks cooperation with retired persons' groups

Kay Cassell, president of the Reference and Adult Services Division, has asked librarians to cooperate with a book-purchase project sponsored by the American Association of Retired Persons (AARP), the nonprofit group of 15 million members aged 50 and over.

The 3,200 local chapters of AARP and the 2,500 local Retired Teachers Association units are forming planning committees of librarians and others to compile lists of books conveying positive, realistic views of aging. The lists may include novels and biographies highlighting older people as well as books describing relations between old and young.

The AARP and teachers groups will then purchase and donate selected books to local and public high school libraries. The planning committees will also disseminate the booklists and encourage people to read the titles. A project kit including publicity materials, a booklist, and a poster on the theme, "Books About Aging Are Time Machines: Travel the Generations," has been prepared by AARP.

For further information about the project, contact Andrew Hansen, Reference and Adult Services Division, ALA, 50 E. Huron St., Chicago, IL 60611.

Public libraries to receive Elderhostel materials

Under a new ALA/Elderhostel project, 14,000 public libraries across America are receiving a special library edition of the Elderhostel catalog listing educational programs for older adults.

The low-cost, short-term residential programs on college and university campuses are geared for individuals of 60 or over and require no particular level of formal education. Average cost of tuition, room, and board for a one-week program is $190.

The international Elderhostel organization has been sending its catalog to many public libraries on request, but now will mail it three times a year to all 14,000 libraries. The catalog is supplemented with a program brochure, poster, and promotion kit.

Public libraries that have not received the first mailing by March 1 should contact Elderhostel Library Desk, 100 Boylston St., Boston, MA 02116.

ALA election schedule

ALA personal members whose 1984 membership dues have arrived at ALA Headquarters by March 31 will receive ballots for the spring elections for officers and councilors. Ballots will be mailed third class between April 2 and 16. Members not receiving ballots by May 29 can obtain them by calling the 24-hour ALA hotline, 312-944-2117. June 8 is the last day ballots will be accepted for tabulation. An election results report will be distributed June 13.

ALA will request address changes with ballots and will guarantee forwarding and return postage.

In accordance with the bylaws, Feb. 23 is the last day nominating petitions will be accepted to add candidates to the Council and division ballots.

Honorary ALA Member Johnny Carson recognized

"Tonight Show" host Johnny Carson received his ALA Honorary Life Membership citation from Executive Board members David Snider and Regina Minudri Dec. 8. The presentation was made in Carson's office at the NBC studios in Burbank, Calif. Snider and Minudri were off-the-air guests at a "Tonight Show" taping.

The citation recognizes Carson's financial contribution to the rebuilding of the Hollywood Library, his role in encouraging viewers to call their libraries, his help to 12-year-old library founder Jason Hardman of Utah, and his continuing commitment to libraries.

"Challenge '84: Mission Possible" AASL conference theme for Atlanta

To help school library media specialists strive for excellence in their personal, professional, and organizational roles, the American Association of School Librarians has selected "Challenge '84: Mission Possible" as the theme of its third national meeting. The conference will meet Oct. 31–Nov. 4 in the Georgia World Congress Center, Atlanta.

The Atlanta general conference committee is headed by Chair Theresa Fredericka, state supervisor of school media programs for the Ohio Department of Education. Other members of the conference committee include: Donald Adcock of Glen Ellyn, Ill., Rebecca Bingham of Louisville, Ky., Mary Jo Boyd of Marietta, Ga., Michael Lawson of Rockville, Md., Joanne Lincoln of Atlanta, and Helen Lloyd Snoke of Ann Arbor, Mich. The committee is planning a program featuring national speakers, workshops, school tours, and sessions with specialists.

All AASL members will automatically receive a registration packet including a housing reservation form next month. Nonmembers may request packets and membership information from Challenge '84: Mission Possible, AASL, at Headquarters.

PLA to meet in St. Louis in 1986

The Public Library Association will hold its second national conference in St. Louis, Mo., April 2–5, 1986. The ALA Executive Board approved the conference at the fall board meeting.

Pat Woodrum, Tulsa City-County Library System director, chairs the PLA National Conference Committee. Subcommittee chairs are, for program, Charles M. Brown of Fairfield, Calif.; public relations, Frank J. Dempsey of Arlington Heights, Ill.; evaluation, Jane Robbins-Carter of the University of Wisconsin/Madison; exhibits, Claudya B. Muller of the State Library of Iowa; local arrangements, Joan Collett and Donell Gaertner of St. Louis.

For more information contact PLA at ALA Headquarters.

Eichenberg to deliver Arbuthnot

Fritz Eichenberg, Caldecott Honor Book illustrator, will deliver the 15th annual May Hill Arbuthnot Lecture at 4 p.m. April 6 at the Minneapolis Public Library and Information Center. Admission is free, and a reception will follow the lecture.

Eichenberg, whose works include *Ape in a*

ALA seeks nominees

The 1984–85 Nominating Committee requests Membership's help in identifying qualified candidates for the ALA vice president/president-elect 1985–86 and for Council 1985–89. Please send names and biographical data by April 1 to the chair, Thomas E. Alford, Assistant City Librarian, Los Angeles Public Library, Los Angeles, CA 90071.

Other Nominating Committee members are Sul H. Lee, Dean, University Libraries, University of Oklahoma, Norman, OK 73019; Patricia H. Mautino, Director, Curriculum Resources Center, Oswego County BOCES, Mexico, NY 13114; Suzanne J. LeBarron, Director, Kentucky Department of Libraries & Archives, Box 537, Frankfort, KY 40602; and Ilse B. Moon, 2811 Palm Aire Dr., Sarasota, FL 33580.

Cape and *Dancing in the Moon*, was selected by the Association for Library Service to Children to make a contribution to the field of children's literature by giving the address.

The host institutions include the Minnesota Office of Public Libraries, the Minnesota Library Association, the Minnesota Educational Media Organization, Metronet, the University of Minnesota Children's Literature Research Center, and the Minneapolis Public Library. Tickets may be requested after Feb. 15 from the Minnesota Office of Public Libraries and Interlibrary Cooperation, 440 Capitol Sq. Bldg., 550 Cedar St., St. Paul, MN 55101.

Booklist publishes reviewers' choice titles for 1983

From the books and films published in 1983, *Booklist* reviewers have selected outstanding titles in adult, children's, young adult, and nonprint works. The twice-monthly journal recently published the annotated lists in four separate broadsheets.

Booklist Adult Reviewers' Choice 1983 and *Booklist Children's Reviewers' Choice 1983* are each four pages. *Booklist Young Adult Reviewers' Choice* and *Booklist Nonprint Reviewers' Choice 1983* are two pages each.

Each list is available for 25 cents and a self-addressed, no. 10 envelope with 37 cents postage from *Booklist*, 50 E. Huron St., Chicago, IL 60611. Discounts are available for quantity purchases.

Your input requested

● If your library is developing or using a software package designed to provide instruction in library skills, the Library Instruction Round Table Research Committee would like to send you a brief questionnaire. Please send name, address, and type of library to Robert Huhner, 792 Columbus Ave., 15-T, New York, NY 10025.

● If you are involved with or interested in integrating computers into bibliographic instruction, the Association of College and Research Libraries Bibliographic Instruction Section Computer Concerns Committee would like to hear from you. The committee is preparing a directory of librarians who are active in that field. Please contact Joann H. Lee, Chair, ACRL/BIS Computer Concerns Committee, Lake Forest College Library, Lake Forest, IL 60045 by March 1.

Heatless Headquarters Heroes

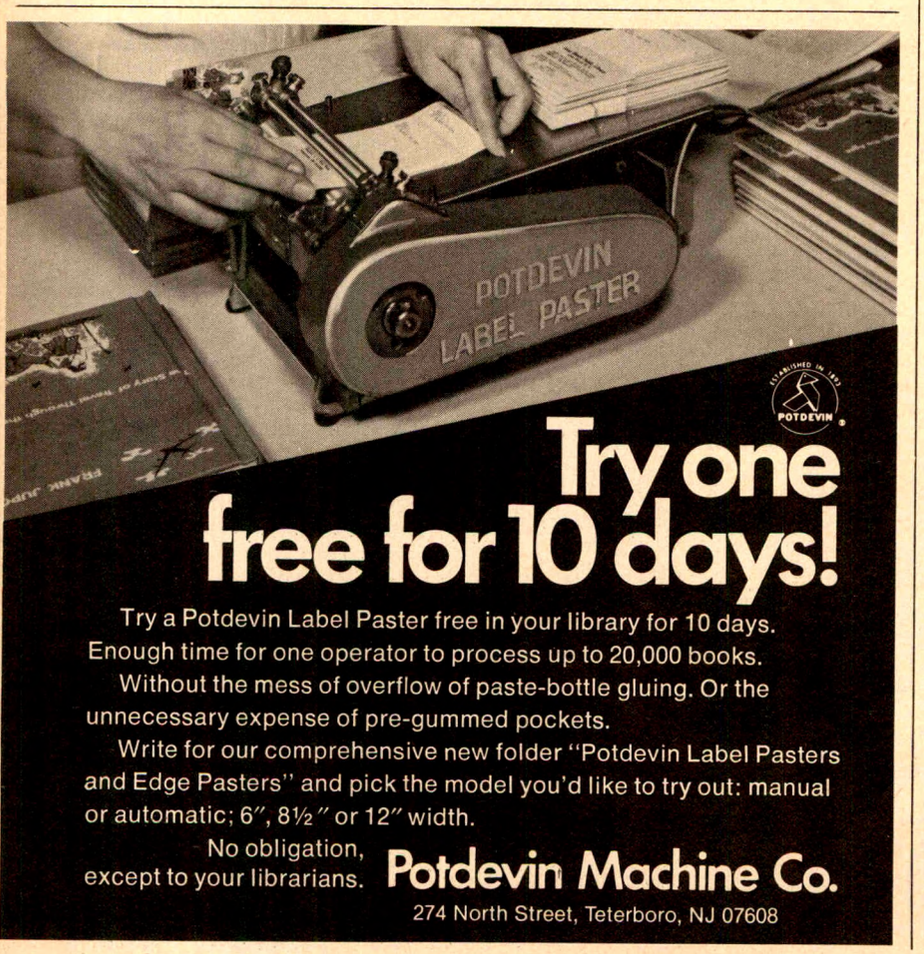
After a five-day ordeal, ALA Building Engineer Jim McClellan (rt.) is congratulated by his assistant, David Valentin, on repairing the boiler at 50 E. Huron St. Dec. 30.

The ailing boiler had put about half the ALA staff on ice during Chicago's sub-zero spell and was unable to keep some pipes from freezing and bursting on Christmas day. To prevent further damage while awaiting a part, McClellan ordered round-the-clock surveillance of the heating system. ALA staff coped with frigid offices by day; but McClellan—aided by Valentin and Tom Chasteen of the Accounting Dept.—kept watch for five days and nights. McClellan catnapped on the floor, survived on carry-outs, and bathed in a sink.

With the boiler fixed, McClellan and Valentin were able to enjoy the New Year's holiday—when not catching up on sleep.

Time change at Annual Conference

President Brooke Sheldon's Local Arrangements Committee for the Annual Conference announces that the All-Conference Reception hosted by the Dallas Public Library will be held at 8–10 p.m., not 6–8 p.m. (*AL*, Jan., p. 52). □



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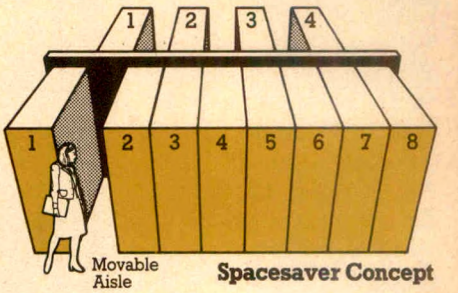

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An invitation to the ALA Archives

Available to all, ALA's "model archives" hold many surprises

by Deborah Beckel and Maynard Brichford

In the past 10 years, the ALA Archives has taken shape at the University of Illinois Archives in Urbana-Champaign. Begun with a semi-trailer full of records from a Chicago warehouse, the American Library Association Archives (ALAA) has developed into a model for the archives of a professional association. Last year 455 uses of the 1,069 cubic feet of records marked the first substantial increase in use since ALA's 1976 centennial year.

Faculty and graduate students research topics such as the history of well known librarians, library schools, and the ALA's role in national and international events. ALA Headquarters staff and ALA members rely on the archival resources to document policy decisions and trace the origins and development of units and activities. They also find the archives a treasure of old photographs to enhance promotional and historical articles. The first-time researcher invariably winds up sidetracked by an enticing array of materials. Time flies as one thumbs through old photographs, brochures, and personal papers found nowhere else. People around the world phone or write the ALA Archives with research questions: for example, a Japanese researcher wants the 1916 proceedings of the American Library Institute; another seeks a photo showing Mr. and Mrs. Melvil Dewey together. To give an idea of the diversity in the ALAA, we recently strolled down the aisles and pulled some materials you might find interesting.

A rare photo of Melvil Dewey and his wife, Annie, at the Saratoga Springs, N.Y., conference in 1918. To their left: R.R. Bowker.

Eating, drinking, sleeping, and talking library work

In a February 9, 1905, letter, Librarian of Congress Herbert Putnam wrote Whitelaw Reid of the New York Board of Regents defending Melvil Dewey. Some people were out to "get" Dewey. They had filed a petition with the Board of Regents asking for his dismissal as New York State Librarian. Putnam didn't elaborate on the whos or whys of the issue, mysteriously referred to in his letter only as "incidents with which, in themselves, we other librarians have no concern."

But Putnam rose to counter charges of laziness and allegations that Dewey "spends a considerable part of each year away from his office." Putnam wrote: "Now to those of us who know Mr. Dewey professionally and who have seen him more or less intimately, and to those of us who know what are his methods of work, such a charge is as ridiculous as its motive appears to be contemptible. Mr. Dewey eats, drinks, sleeps and talks library and library work throughout the twenty-four hours, the week, the month, and the year. His physical whereabouts at any one time is immaterial. He carries his business with him to his home; he brings it back with him in the evening and in the morning to his office. He is, in effect, as much engaged with it at Lake Placid as he is at Albany; it is as much his play as it is his work. He is the clearest example in our profession of a man who cannot shake off his business."

And besides! "Everyone who knows Dr. Dewey," Putnam continued, "knows that he is an actual and a keen sufferer from hay fever and that during certain months, existence in Albany is intolerable to him. During these months he moves his desk to Lake Placid. But is he serving the city of Albany or the state of New York?"

How many of you knew Melvil Dui had 616.202?

Shooting the Saguenay

To start our tour, we have an example of what we have lost in this day of jet travel. The highly touted "Post-Conference Trip" lured thrill-seeking librarians in the "good old days." In this photo (next page), following the Montreal meeting, a group of librarians and R.R. Bowker are about to embark on what could have been a hair-raising adventure: the 1900 Saguenay River Trip. An accompanying program illustration shows a big paddle-wheeled steamer running some rough-looking Canadian rapids. When it was all over, the ladies brought back practical souvenirs.

Maynard Brichford is university archivist at the University of Illinois/Urbana-Champaign. **Deborah Beckel** is instructional services librarian and archivist of the Lynchburg (Va.) College Library.

These conically shaped bonnets, brought back as souvenirs of the 1900 post-conference trip, must have inspired beekeepers everywhere.

"One wheel of the library wagon"

The Archives also contain an old photograph of some one hundred children (not shown) lined up in the snow outside the Carnegie Public Library in Bradford, Pa. So many children, but where were the children's librarians?

This concern prompted a September 12, 1924, letter from Louise Latimer, director of work with children at the Washington, D.C., Public Library. Writing to Sarah Bogle, then assistant secretary to ALA in Chicago, Latimer expressed her fear that a real children's librarian may become an extinct animal. Latimer explained some of the reasons why: "All librarians seem to consider it a promotion to put her in adult work, especially to make her a branch librarian. This weakens the standing of work with children. . . . "

For "what do we offer her, in the library world, of a clearly defined position and suitable salary? She is called a children's librarian. What is a children's librarian? Anything from a little girl, of limited education, assigned for a few hours for work in a children's room to a Miss Power or a Mrs. Walker ripely prepared for work. Isn't the blanket term, children's librarian, which was suitable in the early days of the work, at the bottom of our cloudy thinking on the subject? With the tremendous growth in it and the heavy responsibility put on those carrying this work, can we not back them up with a revised thought on the subject?

"If we are to get anywhere in children's work, we must think clearly about the training of our workers with children. If we do not progress in children's work we will not get far in adult work since one is the feeder of the other. . . . Children's work is only one wheel of the library wagon but if that wheel breaks down so does the wagon."

Latimer proposed ". . . training for children's work carefully planned out in grades by which a person can be promoted from grade to grade. I want to see these grades given names for there is much in a name. I want to see that blanket appellation, children's librarian, reconsidered."

> I am afraid a reel children's librarian may become an extinct animal. There are many reasons for this; all librarians seem to consider it a promotion to put her in adult work, especially to make her a branch librarian. This weakens the standing of work with children. I feel so strongly that a person devoting her life to children's work and books knows little enough just as a doctor working with children knows little enough of children's diseases after a life devoted to this study.

Louise Latimer asks for a clearly defined position for the children's librarian of 1924.

Other general classes of books with which we are as yet almost entirely unsupplied and which are much needed are: Soldiers' French books, military manuals not published by the Government, aviation, physical training, military sanitation, bookkeeping, simple text-books of English, maps and atlases, and histories of the United States and European countries. Also books of plays.

Camp Beauregard, La., library (above) was "almost entirely unsupplied" with such general classes of books as military manuals not published by the Government . . . and maps and atlases, according to a letter from the librarian (left).

A $110 typewriter

Out of World War I came this October 20, 1917, letter from librarian George Strong at Camp Beauregard, Louisiana. ALA had begun providing library service to the American armed forces that same year. Writing to Matthew Dudgeon, director of camp libraries in Washington D.C., Strong urgently requested more books for enlisted men. Musts for reading, according to Strong, included "Soldiers' French books, military manuals not published by the Government, aviation, physical training, military sanitation, bookkeeping. . . ." As an afterthought, Strong wrote on page three: "Fiction will always be acceptable."

He had other reasons for writing and went on to hint at a few problems he had encountered in his role as a wartime camp librarian: "You will doubtless send me soon instructions as to the best method of ordering and requesting books and supplies and of handling bills. Until such instructions come I shall continue to find it necessary to purchase supplies necessary to keep the Camp Library running. I hope that all the expenses I have incurred will seem reasonable to the ALA, but I am prepared to pay out of my own slender pocket any that are judged unwise."

No doubt George Strong sacrificed much for the war effort. But there was a limit. Strong's six-page handwritten letter proved his point: "I very much need a typewriter, as you realize.

"I wired you two weeks ago that I was going to order one, but on second thought decided to wait about it, and after hearing from you about [the] need for economy, have been trying to do without one. . . . If the Association cannot provide one, I may think it necessary to buy one for myself though I can hardly afford to . . ."

But no cheap typewriter, please. "An agent for the L.C. Smith typewriter was in here today," Strong reported. "Their latest model, with an extra card platen, is priced at $110, and he thinks the government discount could be secured."

"Whipping the devil 'round the stump"

The professional status of the occupants of Mr. Carnegie's buildings was also dependent upon the development of library education. In 1925, Director James I. Wyer of the New York State Library School wrote Sarah Bogle about his visit to the Carnegie Corporation to seek support for library schools. The views of the corporation, as represented by Frederic Keppel and Elihu Root, opposing grants to "state supported . . . teaching institutions" prompted Wyer to suggest that a grant be given to ALA for its "administration and allotment."

While this "will be only whipping the devil 'round the stump, yet it might meet the case." Mr. Wyer is pictured with members of the 1922–23 New York State Library School class.

Visiting Mr. Coolidge

In 1926, the ALA hosted visiting foreign librarians after its 50th annual meeting in Atlantic City. Herbert Putnam reported to ALA secretary Carl Milam that a visit to President Coolidge in the White House "may be safely counted upon."

Among those who visited "Silent Cal" were (below) Susan Neukircher of Frankfurt, Germany; Mary Parsons of the American Library in Paris; and Mrs. Isak Collijn, wife of the National Librarian of Sweden.

Hiding their eyes from "Silent Cal?"

Notes from a field agent

If federal aid to libraries was controversial, aid from foundations was a deeply appreciated tradition. We turn to the November 1933 field notes of Tommie Dora Barker, ALA regional field agent. From 1930 to 1935, regional field work in the South was financed by the Carnegie Corporation through a grant to ALA. Perhaps Ms. Barker met people such as the ones pictured enjoying a quiet oak-shaded afternoon outside the Couchwood Library.

Her pace was normally more hectic, as in Webster Parish, La. The agent's notes read: "It seemed desirable to make use of the extension of aid [from the Rosenwald Fund] to get over to the parish the fact that the parish would be expected to continue the library on an adequate level of support after the Fund withdrew and, if additional aid was given, it would be on the understanding that the parish intended to work out a means of financing the library . . .

"Talks on the library were made before Book Club of Minden, the Lion's Club, a rural PTA, and Minden PTA, to a community meeting at Heflin and to a Negro assembly at a community fair. Visited two other rural communities and interviewed school principals, also rural library board member and mayor of Minden." Here we have a dynamo to rival Dewey.

Classifying by age and sex

While ALA was setting up a library in Mexico, the United States was engaged in World War II. We turn to a Charlotte (N.C.) Public Library leaflet entitled, "Wartime Activities—1942: Training Through Books." Suggested "preparedness" reading materials are arranged in categories according to age and sex.

The "Man of Draft Age" should read books and pamphlets on topics such as auto mechanics, radio and telegraph, and camouflage methods, while the "Young Woman" would do better to study nursing, nutrition, and playground direction. In case she's needed to "replace men in industry," she should also read about auto mechanics, radio, and "many other subjects." The women pictured at the WPA library in Hinesville, Ga. (next page), often chose "many other subjects."

Young Woman	Mature Woman
Books & Pamphlets on: Nursing First Aid Civilian Defense Red Cross Service Post-War Planning Nutrition Playground Direction **(Since you may be needed to replace men in industry read:** Auto Mechanics Machine Shop Work	**Books & Pamphlets on:** Civilian Defense First Aid Nursing Nutrition Red Cross Service Post-War Planning Home Hygiene Stenography and Office Work Retailing Technical Subjects to "refresh" in a former oc-

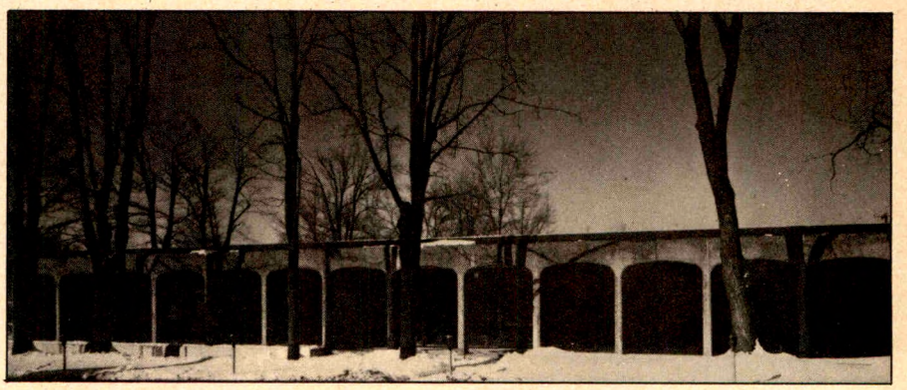
Readings suggested for the "young woman" (left) and the "mature woman" (rt.).

The American spirit in action

Perhaps less well known than the American Library in Paris of the 1920s is the American Library in Mexico. Dedicated in 1942, the Biblioteca Benjamin Franklin was located in a beautifully ornate building. In an August 14, 1941, confidential memorandum prepared by Carl Milam and Marion Milczewski, the ALA justified its plans for the proposed American Library in Mexico.

"Books and other publications of the United States are not now adequately represented in the libraries of Mexico," the two explained. "This does not appear to be because of lack of interest, but because of the high cost of American books and methods of distribution different from those prevailing in Latin America . . . . It is proposed, therefore, that an American Library be established in Mexico City, with funds from the United States (and possibly from the American residents in Mexico); to be stocked mainly with American books, periodicals, pamphlets and other educational and informative materials; for the use of all who are interested in the cultural, social, industrial and governmental activities of the United States." In building good relations with our southern neighbors, we hoped that the library, and some English lessons, would enable Mexican children to read those American books, periodicals, and pamphlets.

During WWII, women at a WPA library concentrate on "preparedness" reading (see p. 111).



"Closer to the people"

The Federal government did get more involved in libraries, and we couldn't end our tour of the ALA Archives without looking at a library that the Library Services and Construction Act (LSCA) helped build. Pictured is the library in Kendallville, Ind., a contestant in the 1968 Library Buildings Award Program. Featuring "precast concrete wall panels" and a "prestressed concrete floor and roof system," this building was designed to hold 60,000 vols., serve a pop. of 15,000, and employ a minimum staff of four. □

On using the Archives

Now that you have an idea of the range of materials found in the ALA Archives, we invite you to visit the Archives from 8 a.m. to 5 p.m., Monday through Friday, or call or write to:

Maynard Brichford, University Archivist
University of Illinois at
Urbana-Champaign
19 Library, 1408 West Gregory Drive
Urbana, IL 61801. Tel.: (217) 333-0798

Before beginning research you may wish to consult the following publications:

For a detailed inventory of archival holdings, you may order the *Guide to the American Library Association Archives* (Chicago: ALA, 1979); $2.50 paper (8p. plus 2 microfiche).

For library source material in other repositories, you may order the *National Catalog of Sources for the History of Librarianship* (Chicago: ALA, 1982); $10 paper (7p. plus 3 microfiche).

For a study of the Association, you may order Dennis Thomison's *A History of the American Library Association 1876–1972* (Chicago: ALA, 1978); $15 paper (318p.).

For a bibliography, see Michael Harris and Donald Davis, Jr., *American Library History: A Bibliography* (Austin: University of Texas, 1978); xix, 260p.

For biographies, see Bohdan Wynar, George Bobinski and Jesse Shera, *Dictionary of American Library Biography* (Littleton, Colo.: Libraries Unlimited, 1978); xxxix, 596p.

For contemporary journal accounts, see *Library Journal* vols. 1-31, September 1876–1906; *ALA Bulletin* vols. 1-63, January 1907–December 1969; *American Libraries* vols. 1-14, January 1970–December 1983.

MITINET:

A system for retrospective conversion

by Hank Epstein

Ed. note: This is the second installment of a new monthly service designed to alert readers to microcomputer programs of special interest to library professionals.

THE MAJOR PREREQUISITE TO implementing most library automation systems is the generation of a computer-readable database containing the library's bibliographic information, plus local-holdings data such as call number, copy, and location. Circulation systems, online catalogs, and microfiche COM catalogs require the database to be in the MARC tape format.

The Apple-based MITINET (pronounced mighty-net) system uses several forms of technology—including a special microfiche edition of the Library of Congress MARC file and microcomputers—and a COM vendor (Brodart) to assist the library in generating a MARC database. MITINET minimizes the amount of information the library staff must provide about the collection, improves the accuracy of the library staff input, and converts library data to a form required by the COM vendor to generate the library's database and COM catalog.

Four steps

The system produces a library database and COM catalog in four steps. The first step, performed by the library staff, is to match the library's titles with a set of microfiche containing all LC MARC English-language titles for books and audiovisual materials. When a title is matched, the LC Card Number (LCCN) and check digit are recorded on the catalog card. Libraries average 60 titles per hour for this step. As part of a Science Resource Sharing project funded by an ECIA Chapter 2 grant, the Board of Cooperative Educational Services (BOCES) of Nassau County at its NERC Resource Center in Carle Place, N.Y., generated a union catalog of science titles held at eight local high schools. As an example from this project, Figure 1 shows a record from the LC MARC fiche. The check digit, used to eliminate LCCN keying errors, appears in brackets next to the LCCN.

In the second step, the complete information required to convert this title is entered on the Apple screen, shown in Figure 2. The library has entered only the information shown in bold: the LCCN and check digit, the library's call number, and copy and location data for all copies—a total of 18 characters in this example. This information is all that is required by the COM vendor to generate one title in the library's database and COM catalogs. Libraries average 121 titles per hour for this step. All the remaining data on the Apple screen is automatically presented by the system, including the custom locations (BOOK, VIDEOTP, etc.) created by the library during the first use of MITINET. Each library creates its own locations, which appear on all future screens.

Vendor produces COM catalog

In step three, the library sends the completed floppy disks, each containing data for 400 titles, to the COM vendor. The COM vendor then copies bibliographic data from the LC MARC file (and sometimes other files), adding the library's holdings data collected from the Apple screen in Figure 2, and adds this record to the library's database using the LC MARC tape format. This process is continued until the library has completed the

```
Modern medical discoveries.
   Eberle, Irmengarde, 1898-   New rev.
   ed.
   New York,   Crowell [1968]
   vi, 206 p. 21 cm.
   Bibliography: p. 198-200.
   1. Medicine--History--Juvenile
   literature.  2. Medical research--
   Juvenile literature.  I. Title.
   R130.5 .E25 1968     610/.9 (j)
                              68-017084 [ 7 ]

Modern medical guide / Harold Shryock,
  in collaboration with 28 leading
  medical specialists.
  Shryock, Harold.
```

Figure 1: LC MARC record on microfiche.

```
MITINET (WI)     13:RECORD NO & HOLDINGS
STATUS: UNUSED DISK SPACE =  87 RECORDS
REC. NO: (68-017084) (7)  NEW,CHA,DEL: (NEW)

CALL NO: (610.9 E                        )

ENTER COPY AND LOCATION DATA BELOW:
LOCN.    NO.   LOCN.   NO.   LOCN.   NO.

BOOK     (1 )  FILM     (  )
VIDEOTP  (  )  FILMSTR  (  )
VIDEODS  (  )  ART      (  )
RECORD   (  )  IMSWEST  (  )
CASSETT  (  )
PAPERBK  (  )
APPLESW  (  )

 + = ADD MORE COPY/LOCATION DATA FIRST
 R = REVISE INPUT DATA ON THIS SCREEN
 A = ADD RECORD TO FLOPPY
 D = DELETE THIS DATA (IGNORE INPUT)
 O = GO TO OPTION SCREEN

     OPTION CODE: (A)
```

Figure 2: Apple screen showing title and holdings input data and user-defined library locations in bold.

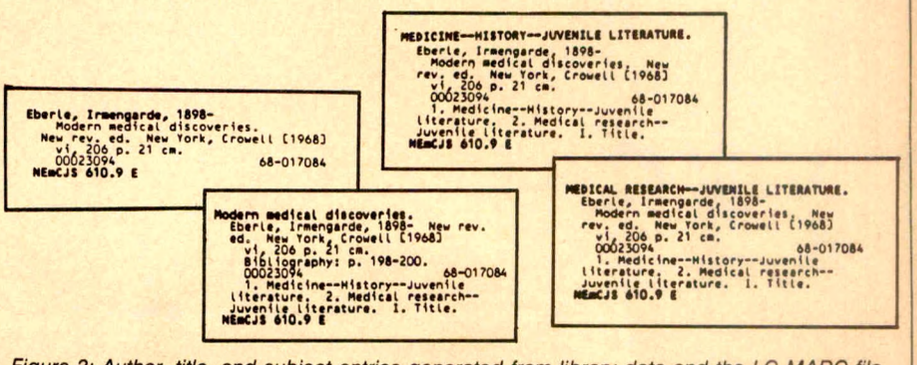


Figure 3: Author, title, and subject entries generated from library data and the LC MARC file.

Hank Epstein, formerly director of the BALLOTS network (now RLIN), is president of Information Transform, Inc., a library automation consulting and software development firm. He is the designer of MITINET.

conversion. The same procedures can be used to update the database and generate new COM catalogs periodically. The hit rate for the Nassau BOCES-NERC project was 99 percent, and the conversion was completed in a few weeks.

Finally, if the library or school district requires a COM catalog, the library's database tape is used by the COM vendor to generate a local (or union) COM catalog. Figure 3 (on previous page) shows the entries generated in the COM catalog from the data entered by the library (the 18 keystrokes in Figure 2). In this example, one author entry, one title entry, and two subject entries were generated. Cross references were also automatically generated by the COM vendor for this converted title (Figure 4), since one of the subject terms was "Medicine." All the data in Figures 3 and 4 appear in the proper filing locations in the library's COM catalog, under authors, titles, and subjects. Since the Nassau BOCES-NERC project was a union catalog project, Figure 5 shows a title converted by three different high schools, each with its own call number.

```
MEDICINE  See Also
  Abnormalities, Human
  Botany, Medical
  Chiropractic
  Climatology, Medical
  Diseases--Causes and theories of
  causation
  Health
  Holistic medicine
  Homeopathy
  Hygiene
  Hypnotism
  Mind and body
  Nursing
  Osteopathy
  Pharmacology
  Physiology
  Quacks and quackery
  Surgery
  Therapeutic systems
  Wit and humor in medicine

MEDICINE.
  Wasco, James, 1942-
    Not for doctors only : over 100
  medical discoveries even your doctor
```

Figure 4: Cross reference automatically generated for the subject term "Medicine."

```
The Molecular basis of life; an
 introduction to molecular biology. With
 introductions by Robert H. Haynes and
 Philip C. Hanawalt.  San Francisco, W.
  H. Freeman [1968]
    368 p. illus. (part col.) 29 cm.
    At head of title: Readings from
  Scientific American.
    Includes bibliographies.
    00023108                    68-008633
    1. Molecular biology--Addresses,
  essays, lectures.  I. Scientific
  American.
NPLSH 574.8
NSewEH 574.04 S
NUnH OS 574.19 H
```

Figure 5: Bibliographic record with multiple library holdings.

Cost and system requirements

The cost for the MITINET software is based on the number of branches or buildings performing conversion, and varies from $250 to $85 per building or branch. MITINET runs on a 40-column, 48K Apple IIe or II+ with DOS 3.3 and one or two disk drives. A step-by-step user manual is provided. The IBM PC and PCjr versions will be available later in 1984. The LC MARC fiche, containing over 1.1 million unique titles, costs $95 per set. The cost of the database tapes from the COM vendor varies from 10 cents per unique title if tapes and COM catalogs are required to 23 cents if no COM catalogs are required.

COM catalog costs depend on the number of unique titles in the catalog and copies required.

This year, 42 Wisconsin libraries are using MITINET to convert 750,000 titles, representing about half the total statewide conversion. For more information, contact Information Transform, Inc., 502 Leonard Street, Madison, WI 53711, 608-255-4800. Requests for cost estimates should state the type of library, the initial purpose of conversion (COM catalog, circulation, online catalog), the number of branches or buildings, and the approximate number of titles. Information and cost estimates will be provided without obligation. □

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Janet Husband

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resources

Noting that February is Black History Month, AL offers a special roundup of recently received items pertaining to black people and culture and Africana—Ed.

The Words of Martin Luther King, Jr. features over 130 quotations excerpted by Coretta Scott King from her husband's sermons, speeches, and writings. The 112-page work also contains 16 black-and-white photographs and a detailed chronology of King's life. $9.95 from Newmarket Press, 3 E. 48th St., New York, NY 10017 (83-17306, 0-937858-28-5).

Runaway Slave Advertisements is a valuable aid to the study of slavery from the 1730s to 1790. The four volumes, compiled by Lathan A. Windley, collect advertisements placed in newspapers by slaveowners to reclaim their escaped slaves. The advertisements contain such information on the slave population as sex, age, birthplace, physical characteristics, deportment, literacy, how and why they ran away, and possible destinations.

Each volume covers separate states and is available individually: Maryland, approx. 440 p., $47.50; Virginia/North Carolina, approx. 470 p., $47.50; South Carolina, approx. 780 p., $65; and Georgia, approx. 200 p., $35. The entire set is $150. Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (83-1486, 0-313-23025-0).

Black Women Against the Odds is an 88-page 1984-86 desk calendar featuring portraits and biographies of over 100 women prominent in education, civil rights, religion, government, the arts, and other fields. $7.95 plus $1.50 shipping from GMG Publishing, 25 W. 43rd St., New York, NY 10036.

African maps. *Africa Today: An Atlas of Reproducable Maps* contains an assortment of African maps, with duplication rights granted for in-library or in-school use. 100 pages of maps, tables, and graphs depict the continent's population, resources, commodities, languages, demographics, and other characteristics; an additional 53 pages feature individual country maps produced by the CIA and the State Department. The volume is available in either perfect-bound paperback or loose-leaf editions for $23.50 plus $1.50 shipping from World Eagle, 64 Washburn Ave., Wellesley, MA 02181 (83-50580, 0-9608014-2-1).

The Black Resource Guide is a national directory of over 1,500 black organizations, businesses, publishers, radio and television stations, colleges, advertising agencies, elected officials, judges, and other sources of assistance or information. The 123-page paperback also contains black population totals for states and cities, and other statistical data. $15 from Black Resource Guide, Inc., 501 Oneida Pl., Washington, DC 20011 (82-83692, 0-9608374-0-X).

Bibliographies for young people. Charlynn Spencer Pyne of Howard University's Moorland-Spingarn Research Center has compiled two free black studies bibliographies for young people.

March on Washington: A Guide to Resources, prepared to commemorate the 20th anniversary of the 1963 March on Washington for Jobs and Freedom, contains 11 pages of books, articles, and audiovisual materials.

Frederick Douglass: A Resource Guide for Young People lists books for elementary school students and high school students, as well as resources for teachers and librarians. The 13-page guide also includes a chronology of the abolitionist leader's life.

Requests for the free bibliographies, available in a limited quantity, should be sent to the Reference Dept., Moorland-Spingarn Research Center, Howard University, Washington, DC 20059.

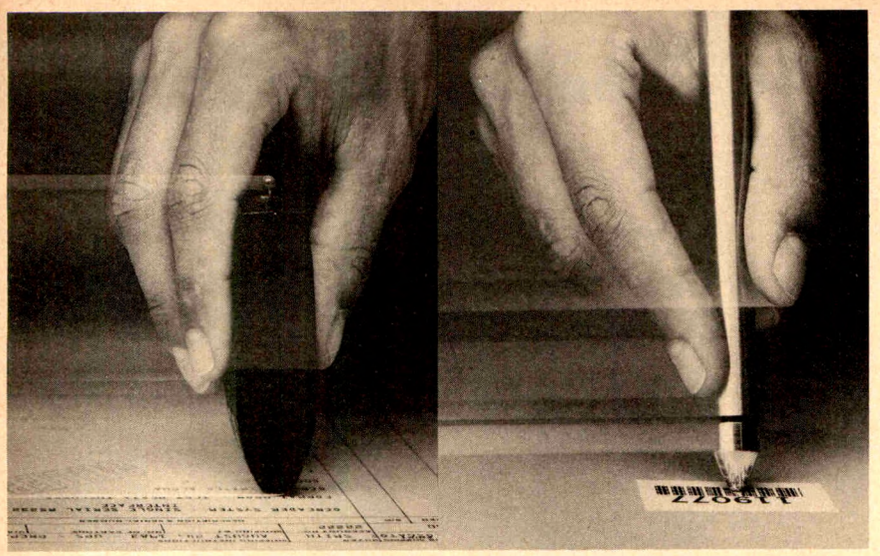
Black-heritage colleges. *The Morton Guide to American Colleges with a Black Heritage* contains information on majors, costs, location, and historical background of over 100 colleges and universities. $10 plus $1.75 shipping from the Robert R. Morton Memorial Institute, Inc., POB 1070, Gloucester, VA 23061.

special libraries

Newspaper library guidelines. After 10 years the American Newspaper Publishers Association Foundation has revised its primer for newspaper librarians. *Guidelines for Newspaper Librarians* is a 134-page looseleaf manual written by members of the Special Libraries Association Newspaper Division. Among the topics covered are setting up the library, manuals, in-house training, filing systems, clipping collections, photographs, microfilming, and library automation. $20 with binder, $15 without from ANPA Foundation, The Newspaper Center, POB 17407, Dulles International Airport, Washington, DC 20041.

Introduction to special libraries. *Special Libraries and Information Centers* is an introductory text on the operation and management of special libraries. Author Ellis Mount has aimed his book at library science students and those in related fields who need to deal with the special library. The 200-page volume discusses planning, budgeting, staffing, marketing, technical services, facilities and equipment, collection development, and other areas. Appendices offer descriptions of special libraries in various subject areas and a selected bibliography. $25, paper, from the Special Libraries Association, 235 Park Ave. South, New York, NY 10003 (83-571, 0-87111-282-5).

Hospital administration collections. *Collection Development Policy of the Library of the American Hospital Association* publishes the guidelines on selection, acquisition, and withdrawal used in the nation's leading hospital and health services administration collection. The policy gives the criteria for scope, depth,



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language, format, geography, and date of imprint for materials in major subject categories based on the National Library of Medicine's Medical Subject Headings. The publication can serve both as a basis for hospital libraries developing their own policies and as a guide to the American Hospital Association's collection. 127 p., paper, $26.50 ($21 for AHA institutional and personal members) from the American Hospital Association, POB 96003, Chicago, IL 60693 (83-11893, 0-87258-414-3).

academia

The Electronic Library: *The Impact of Automation on Academic Libraries* reports on a series of comparative case studies examining the effects of computer-based systems and services on the structure and functioning of the libraries of Northwestern University, Stanford University, and the universities of Chicago and Washington. Authors Hugh F. Cline and Loraine T. Sinnott designed their study to provide perspective on policy issues of current concern to academic librarians and to contribute to the social-scientific study of complex organizations. 186 p., $19.95 from Lexington Books, D.C. Heath and Co., 125 Spring St., Lexington, MA 02173 (81-47871, 0-669-05113-6).

Subject collections. *The Landscape of Literatures: Use of Subject Collections in a University Library* is based on a study conducted by Paul Metz of the use of subject literatures at the libraries of Virginia Polytechnic Institute and State University. The results identify the subject areas of interest to faculty and students in various academic disciplines, as well as showing ways in which reading patterns may be a result of basic library policies. No. 43 in the Association of College and Research Libraries Publications in Librarianship series, the 143-page paperback is $30 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (83-15511, 0-8389-3286-X).

CAS Online offers flat academic fee. Chemical Abstracts Service is offering academic libraries unlimited use of its CAS Online database between 2 p.m. and 8 a.m. EST for a flat monthly fee. $500 covers all billable charges except offline prints, which are billed at normal rates. Academic subscribers can also purchase manuals and user aids and send staff to workshops at half price. Chemical Abstracts Service, POB 3012, Columbus, OH 43210-0012.

Academic online searching. *Online Bibliographic Database Searching in College Libraries* publishes the results of a survey of 252 libraries conducted by David Carlson and P. Grady Morein. Among their findings: 65 percent of the libraries responding presently offer online searches, with an additional 13 percent planning to begin the service within a year; among libraries not conducting searches, the

three most frequently cited reasons were expense, insufficient use anticipated, and lack of staff; and 73 percent of the respondents either charge for the service or intend to begin charging within the year.

The 132-page paperbound report, no. 4-83 in the Association of College and Research Libraries' CLIP Note series, also reproduces policy statements, promotional literature, search request forms, and other documents from over 40 academic libraries. $19 ($15 to ACRL members) from ACRL/ALA, 50 E. Huron St., Chicago, IL 60611 (0-8389-6624-1).

microform

Introducing IBM PCjr is perhaps the first in what promises to be a flood of forthcoming titles devoted to the newest product from "Big Blue." The 160-page paperback, by Douglas Cobb and Chris DeVoney, contains a detailed look at the PCjr's hardware components and its 39 software packages, a discussion of the machine's history and background, and comparisons between the PCjr and other microcomputers. $9.95 from Que Corporation, 7999 Knue Rd., Suite 202, Indianapolis, IN 46250 (83-63252, 0-88022-065-1).

Datapro Reports on Microcomputers is a looseleaf service providing information on 30 business-oriented microcomputers; 40 expansion cards, monitors, printers, and other peripherals; and 40 major software products. Subscribers to the service will receive monthly updates covering changes in the original material and other new information, as well as having access to a telephone hotline providing up-to-the-minute information.

Subscribers will also receive the results of a survey of nearly 6,000 microcomputer users conducted by Datapro, rating 126 models, 19 primary operating systems, 13 software packages, and 90 peripherals.

Annual subscriptions are $600 from Datapro Research Corp., 1805 Underwood Blvd., Delran, NJ 08075. For more information write Datapro or phone 800-257-9406.

Titles for computer illiterates. Sybex, Inc., which already publishes an extensive line of computer books, has launched the Sybex Popular Series of titles aimed at readers who do not yet own or use a microcomputer. The first two mass market paperbacks in the series are *Family Computers Under $200,* by Doug Mosher, comparing the six most popular low-priced microcomputers (83-50715, 0-89588-149-7); and *Overcoming Computer Fear,* by Jeff Berner, described as an entertaining and informative "pep talk" to help novices deal with computer anxiety (83-50714, 0-89588-145-4). $3.95 each from Sybex, Inc., 2344 6th St., Berkeley, CA 94710.

The Specialware Directory lists companies that produce over 200 microcomputer programs designed for or suitable for special education. The 97-page paperback gives information on each firm and describes its software products, giving curriculum areas, grade levels, hardware requirements, and other details. The companies are indexed by handicap, hardware, educational level, professional group (administration, teacher training, guidance counselors, etc.), instructional approach, and curriculum area, and the software titles are also indexed. $13.95 from LINC, 1875 Morse Rd., Suite 215, Columbus, OH 43229.

Complete microcomputer sourcebook. The *Bowker/Bantam 1984 Complete Sourcebook of Personal Computing* serves as an introduction to home uses of microcomputers and a comprehensive product directory. The manual opens with a basic guide to selecting and learning about micros, but the major portion of the 660-page volume is devoted to extensive listings of hardware, software, peripherals, publications, consumer databases, user groups, and companies. Other features include a glossary and checklists to use in choosing hardware and software. $24.95 cloth from R.R. Bowker Co., 205 E. 42nd St., New York, NY 10017 (0-553-05055-9); $18.95 paper from Bantam Books, 666 5th Ave., New York, NY 10103 (0-553-34086-7).

"Micros in Libraries" proceedings. The proceedings of the International Conference on the Application of Mini- and Micro-Computers in Information, Documentation, and Libraries have been published by the North-Holland Publishing Co. Papers presented at the conference, held last March in Tel-Aviv, cover such topics as characteristics of future information systems; applications in chemistry and agricultural libraries; technical processing applications; applications in numerical and factual information; and the communications revolution. *The Application of Mini- and Micro-Computers in Information, Documentation, and Libraries,* approx. 810 p., $85 from the American distributor, Elsevier Science Publishing Co., POB 1663, Grand Central Station, New York, NY 10163 (0-444-86767-8).

Personal Software is a new magazine covering the consumer software scene. Each monthly issue features detailed software reviews, listings of new releases, and three "Buyer's Guides" giving an overview of available programs in such areas as preschool education, portfolio management, and board games, all examined in the premier issue. Annual subscriptions are $24 from Hayden Publishing Co., 50 Essex St., Rochelle Park, NJ 07662. *(Continued on p. 118.)*

RISE OF THE FIGHTER AIRCRAFT: 1914-18

By Richard P. Hallion

How tactics and technology accelerated at the beginning of the modern arms race. 208 pages, 50 photos, drawings, map. $18.95 Spring 1984.

AIRCRAFT DESIGN

By Ed Heinemann, K. van Every, and R. Rausa

What it takes to design and build a modern combat aircraft, for the non-technical reader. 288 pages, 48 charts, 40 drawings, $19.95 Available Spring 1984.

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management

Management Techniques for Librarians, designed as a textbook for library management courses, emphasizes the basic issues and concepts of management. Author G. Edward Evans has added expanded coverage of collective bargaining, merit systems, more library documents and cases, and updated reading lists to his 1976 first edition. Chapters are devoted to management history and styles, delegation, decision-making, planning, motivation, leadership, fiscal management, and other areas. 330 p., $21 from Academic Press, Inc., 111 5th Ave., New York, NY 10003 (82-6875, 0-12-243856-6).

Health science libraries. Tantalus, Inc., a library management consulting firm, and Case Western Reserve University recently conducted a study of costs, services, and usages at 95 health science libraries. Two reports on costs and usages, *Principal Findings and Patterns of Burden* and *Economic Aspects* are available for $9 for the pair, prepaid, from Tantalus, Inc., 2140 Lee Rd., Suite 218, Cleveland, OH 44118.

Volunteer program. The Berkeley (Calif.) Public Library has developed a 28-page booklet describing its volunteer program, which consists of both in-house and outreach volunteers. The booklet, including the program's policies and procedures, sample forms, and flyers, is available for $4 from Janet Turman, Volunteer Coordinator, Berkeley Public Library, 2090 Kittredge St., Berkeley, CA 94704. Make checks payable to the Berkeley Public Library Gift Fund.

info briefs

Number of databases shows record jump. Figures released by Cuadra Associates, publisher of the *Directory of Online Databases,* show a record increase in the number of new databases over the past six months. The latest issue of the quarterly directory lists 1,878 databases, up from 1,596 six months earlier.

The number of database vendors and producers is also increasing, although at a slower rate. The current directory lists 272 different vendors, up from 244 six months ago, and 927 database producers, up from 820.

Publisher Carlos A. Cuadra pointed out a notable trend in the industry: the emergence of databases from Japan containing Japanese industry and corporate data. "However, interested users will need to brush up on their Japanese," he added, "since many of these databases are available only in a Japanese/Chinese character set."

Single copies or subscriptions to the directory are available from Cuadra Associates, Inc., 2000 Wilshire Blvd., Suite 305, Santa Monica, CA 90403.

Videotex Project Reviews II, by Robert E. Widing and W. Wayne Talarzyk, examines 26 North American consumer and business viewdata and teletext projects. The information, which reflects the state of the fast-changing industry through the second quarter of 1983, was obtained through interviews with participants in the projects, published reports, and materials supplied by respondents.

The 115-page paperbound report updates a 1982 paper by the authors published in the Ohio State University College of Administrative Science Working Paper Series. $6 prepaid from OCLC, Dept. Box ONB, Columbus, OH 43265. OCLC members only may be billed by sending their orders, indicating symbol and network, to OCLC Documentation Dept., 6565 Frantz Rd., Dublin, OH 43017-0702.

Computer crime prevention. *Assets Protection* magazine recently changed its name to *Data Processing and Communications Security* to reflect its increased coverage of computer crime and information protection. The bimonthly journal features articles on security, fire, and environmental controls for computer facilities; security hardware and software for data processing systems and communications networks; contingency/disaster planning and recovery; legal aspects of protecting information; and related topics. The January/February issue is a buyers' directory of security products and services in over 100 categories. Six issue subscriptions are $24 to individuals and $28 to libraries, with sample copies available from Assets Protection Publishing, POB 5323, Madison, WI 53705 (0098-9169).

Programming text for librarians. *Introduction to Computer Programming for Information Services* teaches librarians and library school students basic programming concepts used in designing programs for information storage and retrieval systems. Written by Roger C. Palmer of the UCLA Graduate School of Library and Information Science, the text is used with the inexpensive Timex-Sinclair 1000 or 1500 microcomputer to create a complete computer laboratory to perform programming assignments at home for under $100.

The text comes in a trade edition with three-ring binder for $24.95 (0-913203-02-5) or in a student edition without the binder for $20 (0-913203-01-7). Cibbarelli and Associates, Inc., 11684 Ventura Blvd., Suite 295, Studio City, CA 91604.

Modem Notes is a new newsletter "for everything you can access by computer and telephone," as the subtitle proclaims. Editor and publisher Katherine Ackerman promises news from the online industry, tips for saving money online, search strategy ideas, reviews of new databases, and other features. 12 monthly issues for $24 from Modem Notes, POB 408472, Chicago, IL 60640.

i&r

NCLIS report on I&R. The National Commission on Libraries and Information Science has issued the final report of its Community Information and Referral Services Task Force. The task force was established in 1980 to define the role of libraries in providing community I&R services and to identify ways libraries can fulfill that role more effectively.

The 30-page paperbound report offers 13 recommendations for improving community I&R services through education, policy and legislation, promotion, and experimentation and study. Single copies are free from NCLIS, GSA Regional Office Bldg. #3, 7th and D Sts., N.W., Washington, DC 20024. Multiple copies are available from the Government Printing Office (83-12191, GPO stock no. 052-0003-00928-5).

Nontraditional education directory. *The Complete Guide to Nontraditional Education,* by William J. Halterman, provides information on institutions that give academic credit for experiential learning, offer self-paced correspondence study, and award academic credit simply by examination. The 172-page paperback, aimed at mid-career adults facing the need for a degree for career advancement, also offers tips on assessing the credibility of a school, Department of Defense and Veterans Administration Programs, testing and financial aid, and places to go for information on Bible colleges and nontraditional law and medical schools, which fall outside the scope of the book. $7.95 from Facts on File, Inc., 460 Park Ave. South, New York, NY 10016 (82-12105, 0-87196-798-7).

I&R project manuals. The Information and Referral Project of California's Serra Cooperative Library System has created a technical mechanism for integrating community services listings and bibliographic data in a single computer-generated library catalog.

Documents produced by the project, which was funded by an LSCA grant, include: a pro-

cedure manual explaining how to develop and maintain a community I&R service; a training manual showing how to use the combined catalog of community services and bibliographic data as a reference tool; an operator's manual covering technical aspects of data entry; an authority file containing the Table of Human Services Classification System and the equivalent LC subject headings; and an authority list of terms, a cataloging reference document for use with community service data.

For information on obtaining the documents, contact the San Diego County Library, Technical Services, 5555 Overland Ave., Bldg. 15, San Diego, CA 92123.

Mental health information service. The Carnegie Library of Pittsburgh now has a volunteer psychologist available two hours a week to answer patrons' questions over the phone and in person. The psychologist recommends when to seek professional help, gives advice on the most appropriate type of help, and directs patrons to information on library materials, but does not offer direct counseling or therapy.

The library says that this addition to its Health Education Library Program (HELP) makes Carnegie the first public library in the nation to offer both a psychologist and a nurse as part of a health care information program.

women

Women's History Week. The National Women's History Project has issued a free catalog of books, posters, curriculum guides, recordings, and other resources in connection with National Women's History Week, March 4–10.

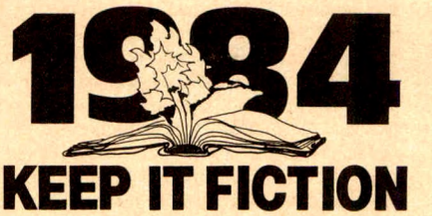
This year's full-color, 19-by-25-inch commemorative poster, featuring seven important women from American history, is available for $4 plus $1.20 shipping. The 1984 poster and posters from the two previous years are $9 plus $1.95 shipping. National Women's History Project, POB 3716, Santa Rosa, CA 95402.

Reagan's budget. *Inequity of Sacrifice: The Impact of the Reagan Budget on Women* details ways that the administration's 1984 budget disproportionately affects women in families, girls and young women, women in the workforce, and older women. Prepared by the Coalition on Women and the Budget, an ad hoc coalition of 38 organizations, the 82-page paperbound report is $2 from the National Women's Law Center, 1751 N St., N.W., Washington, DC 20036.

The Women's Review of Books is a new monthly tabloid publication, similar in format to *The New York Review of Books*, offering in-depth book reviews, listings of new titles, and news of feminist and alternative presses, periodicals, and bookstores. Institutional subscriptions are $25, personal subscriptions $12 from The Women's Review of Books, Wellesley College Center for Research on Women, Wellesley, MA 02181 (0738-1433).

EveryWoman's Legal Guide contains 28 chapters by lawyers and rights experts telling women how to protect their rights. Editor Barbara A. Burnett has divided the manual into sections on women as consumers and homemakers, women as family members, women as workers, women and crime, and how to use the legal system. Topics covered include displaced homemakers, child custody, discrimination and sexual harassment on the job, and family violence. The 576-page volume also includes a glossary of legal terms and a list of national hotlines. $19.95 from Doubleday & Co., 245 Park Ave., New York, NY 10167 (82-45476, 0-385-18523-5).

intellectual freedom



Be (Or)well-dressed in a "1984" T-shirt or sweatshirt. The burning-book design is in red and black letters with red and orange flames. T-shirts cost $10 and come in cream, light blue, or lilac. The crew pullover sweatshirts are $20 in white, jade, and grey. Washington State Coalition Against Censorship, 2101 Smith Tower, Seattle, WA 98104.

School censorship cases. The National Coalition Against Censorship, an association of 37 national nonprofit organizations joined to educate the public on intellectual freedom matters, has issued a *Report on Book Censorship Litigation in Public Schools*. The 18-page report summarizes current and recent cases in federal and state courts and includes a bibliography of reference materials, a list of titles involved in court cases, and sources to contact for legal papers.

Copies of the report are $5. Contributors of $25 to the NCAC become Friends of the Coalition and receive the report and *Censorship News*, a quarterly newsletter covering a broad range of First Amendment issues. NCAC's address is 132 W. 43rd St., New York, NY 10036.

Protecting the Freedom to Learn, by Barbara Parker and Stefanie Weiss, is an action guide to help citizens prevent library and school censorship in their communities. The handbook is divided into three sections: an overview of the growing censorship movement; suggestions on organizing to prevent censorship; and a lengthy appendix reproducing censors' materials, model book selection and library confidentiality policies, sample letters to officials and the media, and other documents. 125 p., paper, $9.50 from People for the American Way, 1424 16th St., N.W., Suite 601, Washington, DC 20036.

People for the American Way has also published a new study, "Attacks on the Freedom to Learn: Lessons of Fear (1982–1983)," documenting censorship attempts during that period. The 20-page summary describes attacks on classics, textbooks, and other materials for "secular humanism" and other charges, as well as efforts to pass state legislation requiring the teaching of creationism and permitting government-mandated school prayer. $2 from the above address.

Defending challenged books. The fall 1983 *Connecticut English Journal* is devoted to "Rationales for commonly challenged and commonly taught books." English teachers supplied rationales for *Go Ask Alice*, *Catcher in the Rye*, *Of Mice and Men*, and 22 other titles showing how the works fit curricular objectives, explaining ways they meet students' needs, and describing their literary value. The issue also features articles on challenged books in England and teaching challenged books in psychiatric schools. Single copies of the issue are $5.25 plus 50¢ postage from the Connecticut Council of Teachers of English, POB 2211, Enfield, CT 06082. □

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currents

Betty Jo Marling

Don L. Tolliver

William H. Ptacek

Suzine Nicolescu

ALA member **Betty Jo Marling** is now library director/division chair for instructional resources at Maryville College in St. Louis, Mo. . . . In June ALA member **Don L. Tolliver** will become director of university libraries and professor of library administration at Kent (Ohio) State University. Currently serving as assistant director, planning and budget, of the University Libraries at the University of Michigan, Ann Arbor, Tolliver will succeed another ALA member, **Hyman W. Kritzer**, who retired Dec. 30 after 17 years of service. . . . Feb. 1 ALA member **William H. Ptacek** became director of the Louisville (Ky.) Free Public Library system. . . . Two ALA members recently received 1983/84 Fulbright grants: **Suzine Har Nicolescu**, director of information systems and services and associate professor in the Library Division at CUNY's Medgar Evers College, and **Judith A. Hoffberg**, editor and publisher of *Umbrella* magazine, a review medium for artists' publications based in Glendale, Calif. Nicolescu will conduct research on the cataloging/classification systems of library materials at the Ewha, Yonsei, and Sogang universities in Korea; Hoffberg will organize the records of Len Lye, a New Zealand kinetic sculptor and animated filmmaker. . . . The State Library of Iowa recently announced the appointment of **Martha Richardson**, former marketing representative for OCLC, Inc., as networking director. Two other staffers recently resigned to pursue personal interests: **Eileen Devine** as director of the Audiovisual Services Department, and ALA member **Jane Gray** as director of the Office of Library Development. . . . **William M. Roberts** is now university archivist of the University of California at Berkeley. . . . Five ALA members recently took office as presidents-elect of regional library associations: **Carl Stone** (S.C.); **Cheryl Bailey** (N.D.); **Evelyn P. Fancher** (Tenn.); **Barbara Tolliver** (Pacific Northwest); and **Roy D. Miller, Jr.** (N.Y.). . . . At Vanderbilt University, Nashville, Tenn., **Malcolm Getz** is now director of the library and **Mary Anne Kernan** retired as reference librarian and English bibliographer on Dec. 31. . . . In November **Guy Sylvestre** retired as national librarian of Canada. . . . ALA member **Pamela S. Vance** recently became assistant director for administrative services in the University Library System at the University of Pittsburgh (Pa.). . . . At OCLC in Dublin, Ohio, **W. David Penniman** recently resigned as vice president, planning and research, to become director of libraries and information systems at AT&T Bell Laboratories in New Jersey; **Phyllis Bova Spies** is now director of the Local Systems Division; and **Michael J. McGill** is director of the Technical Planning Department. . . . In December **Thomas Mann, Jr.**, resigned as director of administrative services of the University Library and Learning Resources at California State University in Long Beach to become an affiliate consultant with a Los Angeles-based library consulting firm. . . . Two ALA members recently joined the staff of Carnegie-Mellon University in Pittsburgh, Pa.: **Patricia A. FitzGerald** as head of the Engineering and Science Libraries and **Rachael Naismith** as reference librarian and publications coordinator of the Hunt Library. . . . Among the New York Library Association members cited for professional achievements at the recent NYLA conference were **Bill Sloan**, of the Circulating Film Library at the Museum of Modern Art in New York City, and two ALA members: **Richard S. Halsey**, dean of SUNY/Buffalo's library school, and **Ruth A. Velleman**, library director of the Human Resources Center in Albertson. Sloan received the Film/Video Round Table's Joan Clark award; Halsey was 1983 recipient of the Outstanding Services to Libraries award; and Velleman won the Library Services to the Disabled Round Table award. . . . Recent appointments at the Columbia University Libraries, New York, N.Y., include: **Roberta Blitz** as reference librarian and bibliographer, fine arts; ALA member **Mel Isaacson** as head of the Cataloging Department; **Tai-Er Ooi** as cataloger in the Law Library; and ALA member **Kenji Niki** as Japanese-language cataloger in the East Asian Library. . . . **Donald J. Sager**, former director of the Elmhurst (Ill.) Public Library, is now city librarian of the Milwaukee (Wis.) Public Library and director of the Milwaukee County Federated Library System. Sager is a past president of ALA's Public Library Association. . . . From the Graduate School of Library and Information Science of Simmons College in Boston, Mass., comes word that **Pamela Reekes McKirdy** has joined the library school faculty and **Ching-chih Chen**, GSLIS professor and associate dean, was recently honored by the American Society for Information Science with its 1983 Outstanding Information Science Teacher award. Both are ALA members. . . . **John Emerson** is now Persian specialist in the Harvard College Library, Cambridge, Mass. . . . The Georgia Library Association recently presented its biennial Nix-Jones award to **Mary Louise Rheay**, director of the Cobb County Public Library System in Marietta. An ALA member, Rheay was 1973–75 president of GLA and was 1980 recipient of the Allie Beth Martin award given by ALA's Public Library Association. . . . **Diana Woodward** and **Wayne W. Zachary** recently joined the faculty of the School of Library and Information Science at Drexel University, Philadelphia, Pa., as assistant professors. They will teach courses in computers, information retrieval, and systems analysis. . . . At the Library of Congress **Robert Saudek** is now chief of the Motion Picture, Broadcasting, and Recorded Sound Division and **Stephen Edward Ostrow** will become chief of the Prints and Photographs Division in June. Saudek, founding president of the Museum of Broadcasting, New York, N.Y., has also served as a broadcasting official for NBC, ABC, and the Ford Foundation. Ostrow, currently executive director of the Portland (Ore.) Art Association, was chief curator (later director) of the Rhode Island School of Design art museum. . . . At Indiana State University Libraries in Terre Haute **Edward A. Stockey** is now head of library systems and research; **J. Thomas Brown** is university archivist; ALA member **Patricia Ensor** is coordinator of database searching; and **Harold E. Baker** has retired as head of systems development. . . . ALA member **Vince Schmidt** is the new deputy director of the Illinois State Library in Springfield. . . . **Barbara Brittain** is now director of the Learning Resources Center at Horry-Georgetown Technical College, Conway, S.C. . . . In December ALA member **Jerry B. Post**, who had served as map collection librarian at the Free Library of Philadelphia (Pa.) for 19 years, was appointed library coordinator in the system's Office of Work with Adults and Young Adults. . . . Dec. 31 **Rodney K. Waldron** retired as director of the William Jasper Kerr Library at Oregon State University, Corvallis. He is a past president of the Pacific Northwest Library Association, and received the Oregon Library Association's Outstanding Service award in 1981. . . . ALA member **Bessie B. Moore**, vice-chair of the National Commission on Libraries and Information Science, recently became the first woman as well as the first educator to receive the Distinguished Service award of the National Association of Economists and Educators. . . . **Dennis K. Strasser** recently became instructional services librarian at Sangamon State University, Springfield, Ill.

Correction: **Herman H. Fussler** became Martin A. Ryerson Distinguished Service Professor at the University of Chicago (Ill.) library school in 1974; on his retirement in 1983, he became professor emeritus (*AL*, Jan., p. 64).

Deaths

John William Cronin, director of the Processing Department at the Library of Congress from 1952 to 1968, died Nov. 24. Cronin was the recipient of ALA's Margaret Mann Citation and Melvil Dewey Medal, and also received LC's Distinguished Service award. . . . **Lura Gibbons Currier**, director of the Mississippi Library Commission from 1955 to 1967 and two-time recipient of ALA's John Cotton Dana award, died Nov. 20. She was 1959 president of ALA's Public Library Division (now Public Library Association). . . . **Layton B. Murphy**, associate professor of library and information science at the University of Texas at Austin, died Dec. 19. . . . **Sadie Lee Walton Yette**, former media specialist at Rolling Terrace Elementary School in Montgomery County, Md., died Dec. 12. □

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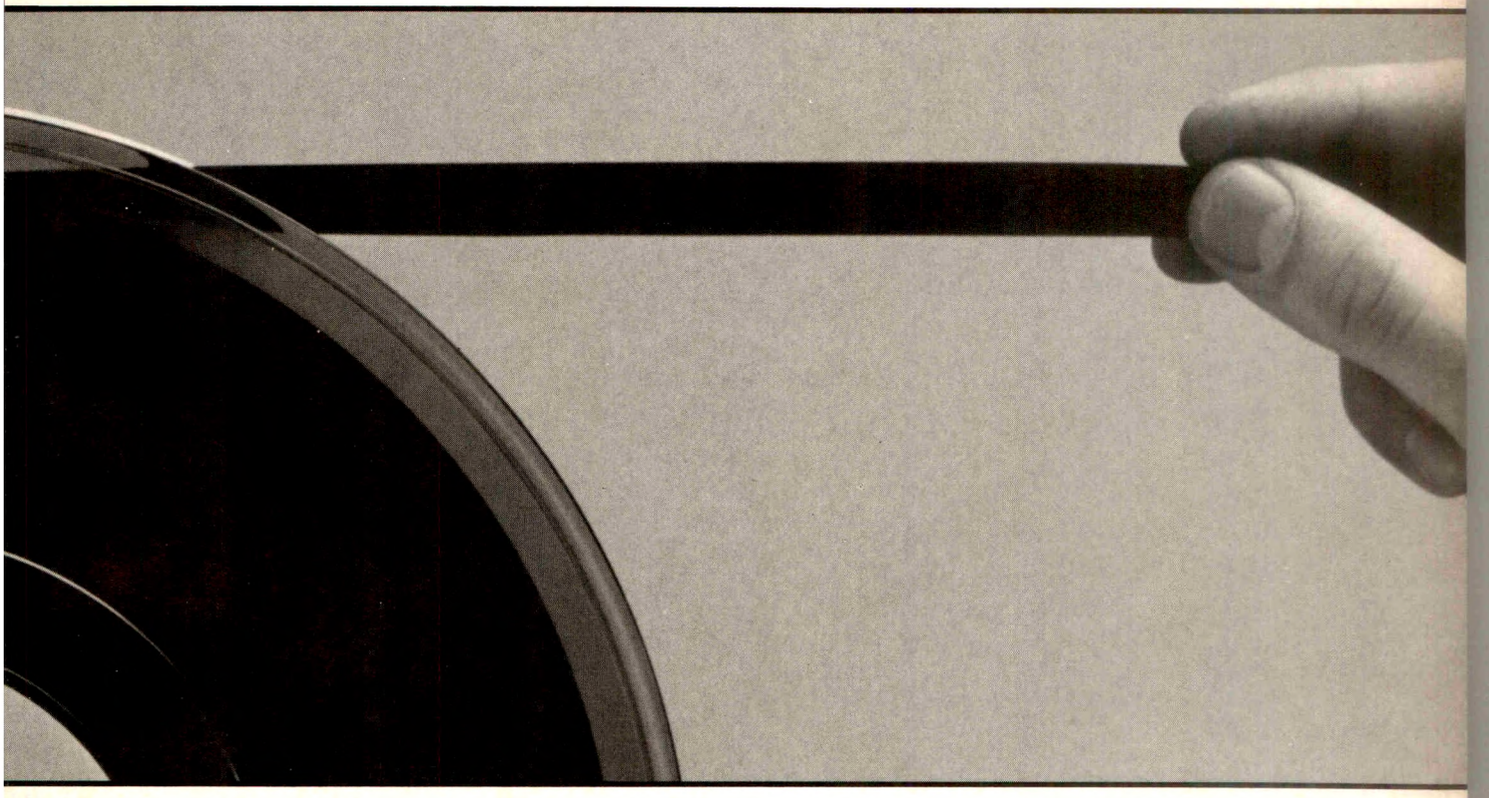

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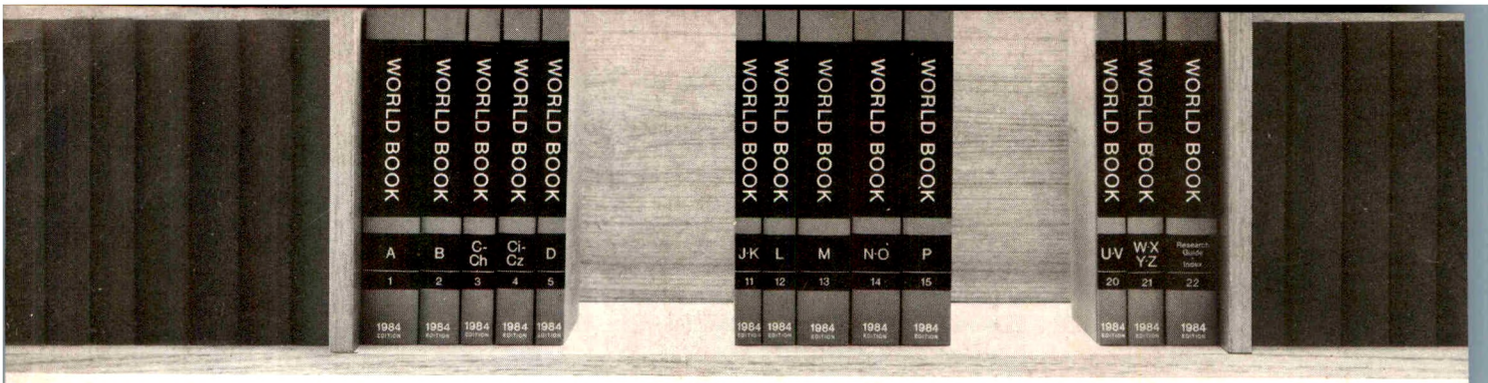

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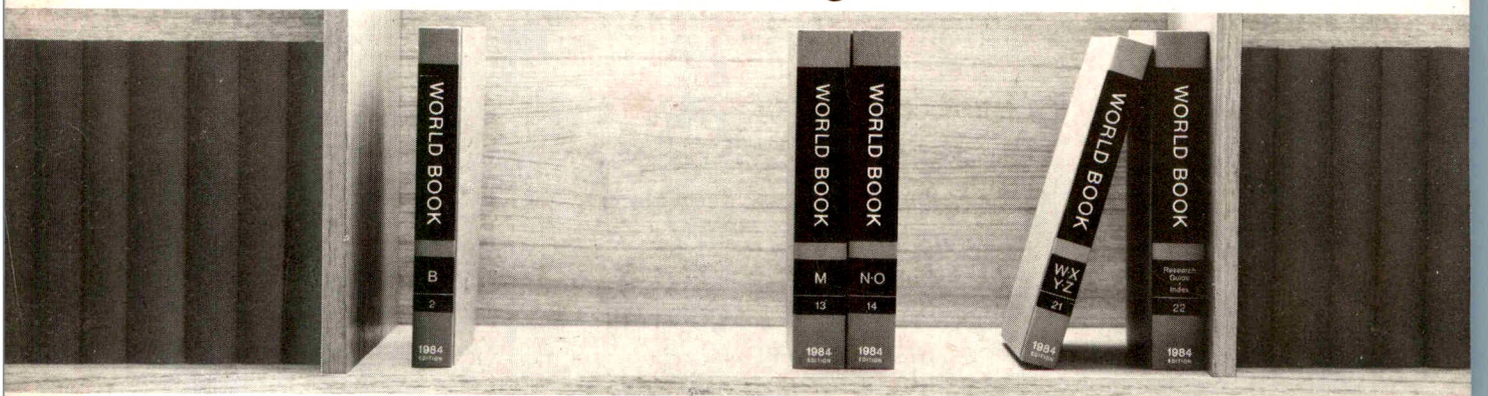

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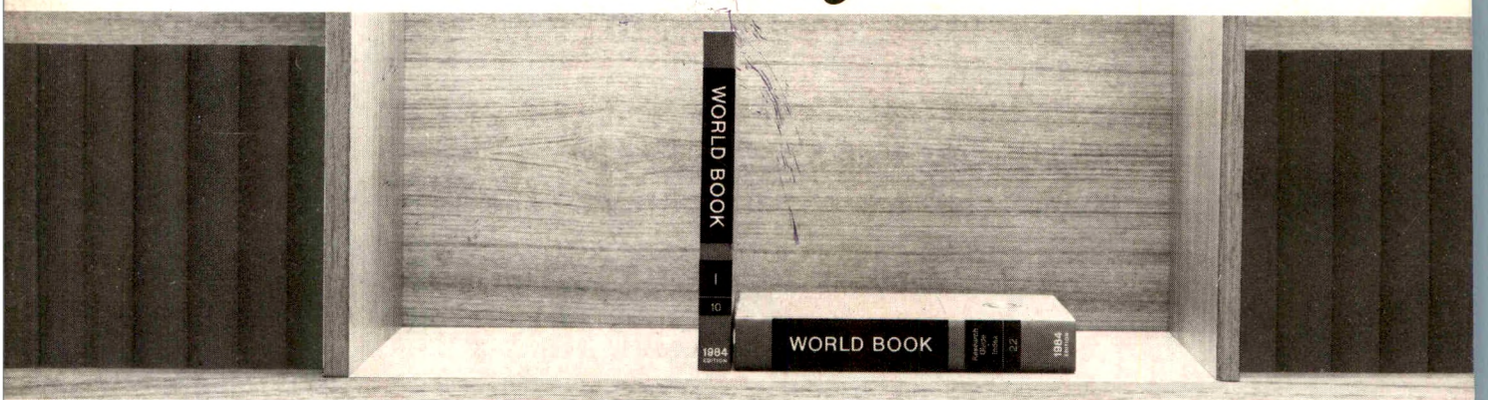

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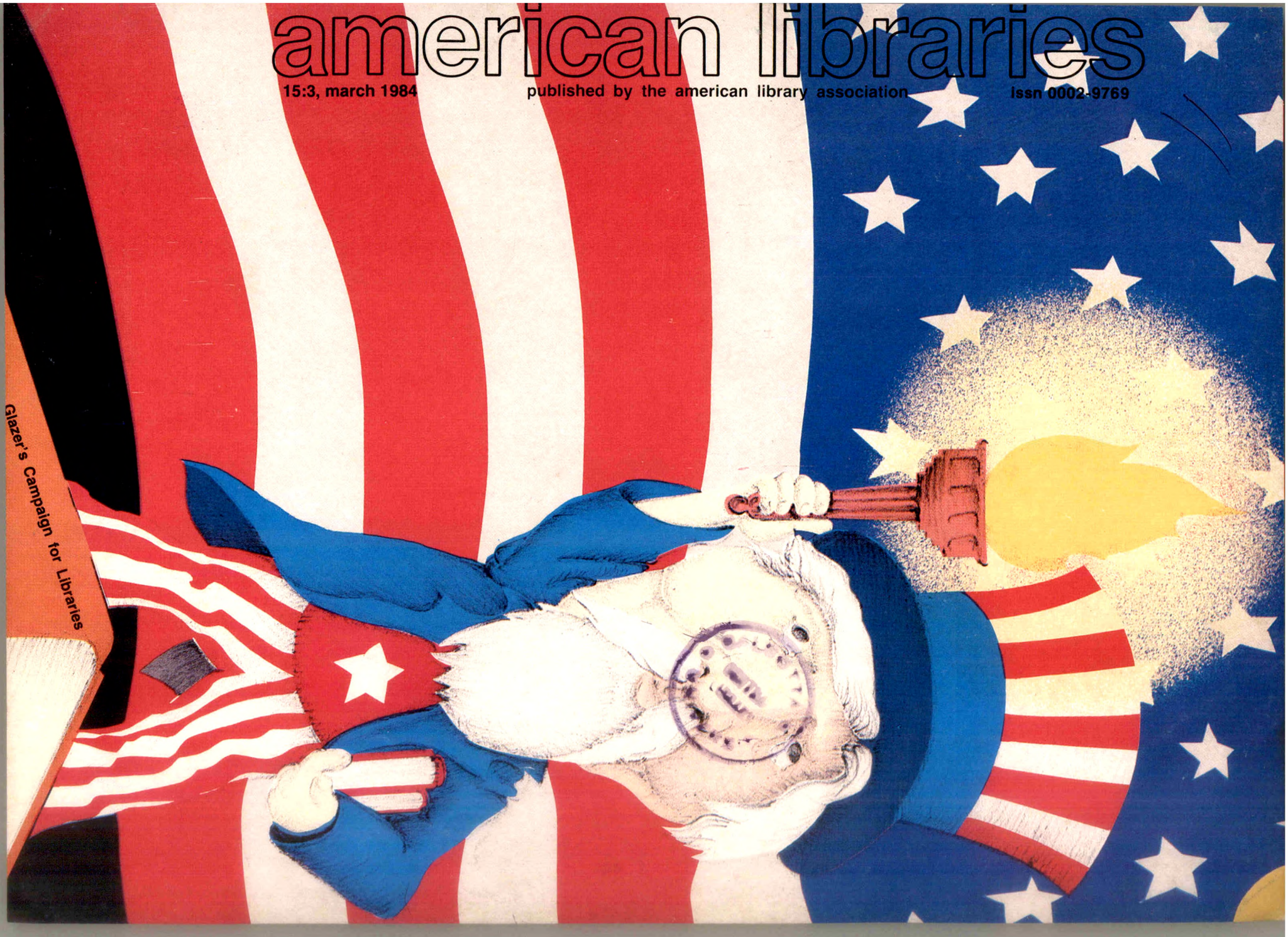

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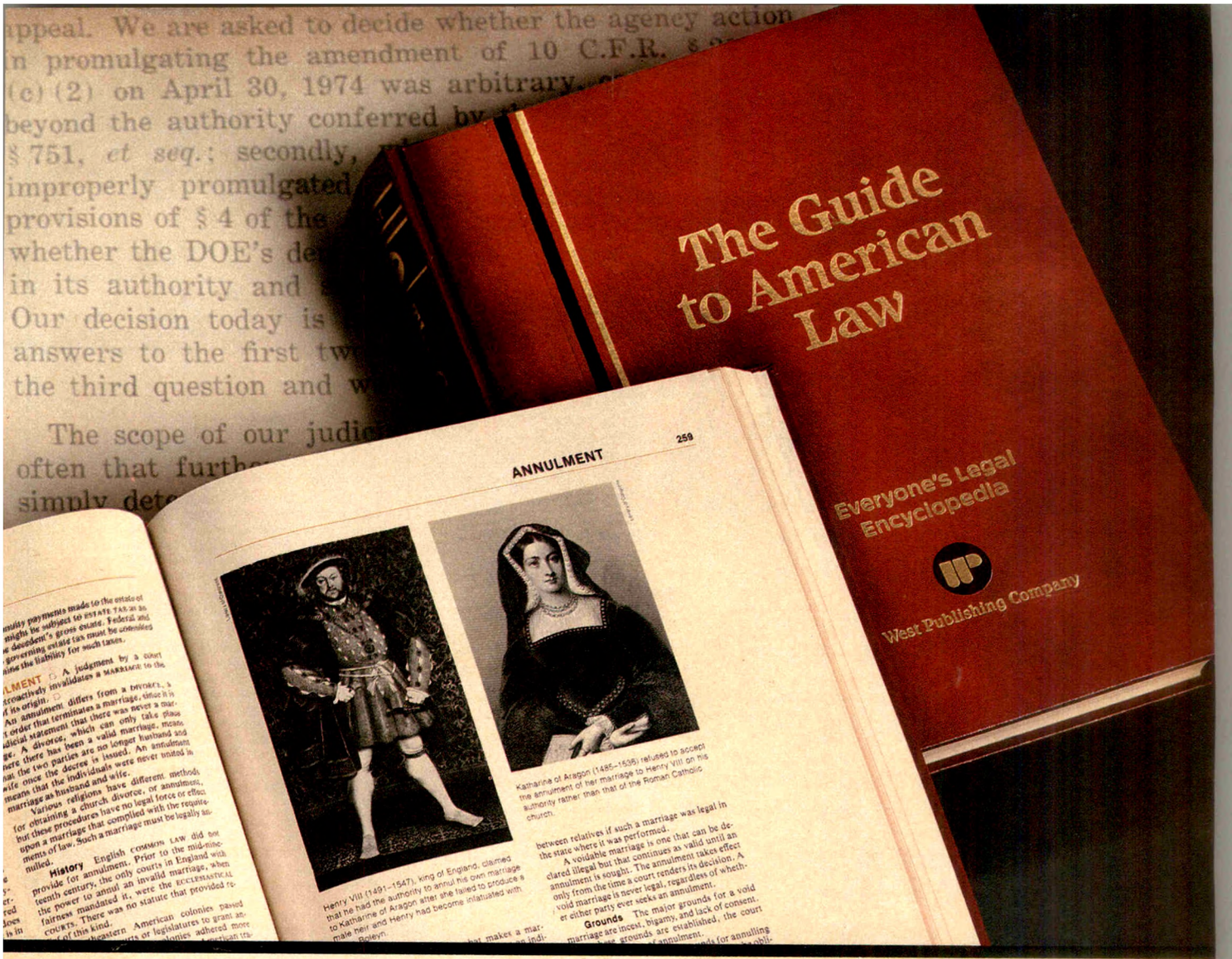

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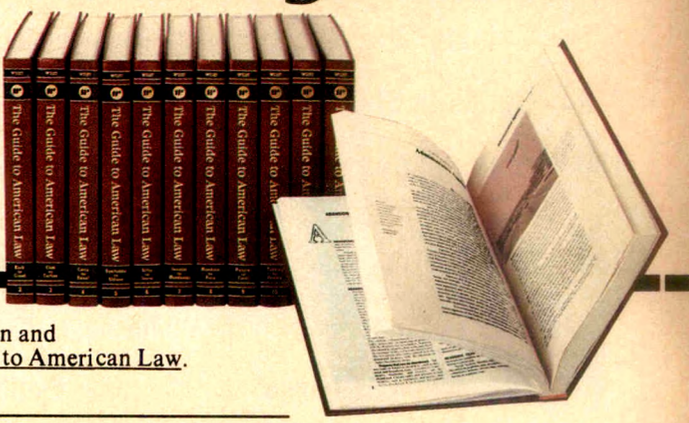

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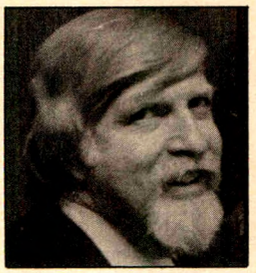

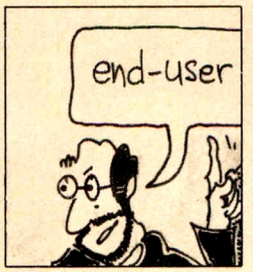

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Cover. W. Va. Library Commissioner Frederic Glazer (photo, top of page) wants the nation's highest per-capita state aid to public libraries. To get it, he's garnered the support of Gov. John D. Rockefeller IV, rallied legislators, and blitzed the landscape with posters and billboards of Uncle Fred's "Campaign for Libraries: $3 Per Capita." *AL's* cover is from the campaign poster by David Martin.

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the editors' page one

Information madness

SOON SOME INFO ZEALOT will see to it that the Library of Congress is renamed the Information Center of Congress, and Daniel Boorstin's successor will be the Congressional Informationalist, a wet mouthful. The magazine you're reading will be called *American Infoplaces,* and the Library Company of Philadelphia will change its name and join the Information Industry Association.

Why will it all happen? Because people are being led to believe that "information" encompasses libraries and what they do. In fact, the info zealots are selling information as the new cosmic ether, permeating all matter and explaining all phenomena. If an apple falls from a tree onto someone's head, it's no longer gravity—it's an *information transaction.* When a child borrows a record from the library, a scholar pores over illuminated manuscripts, a class practices yoga, or a prisoner studies law books, that's not life, liberty, and the pursuit of happiness—that's *information seeking.*

Forget intellectualized distinctions. Walk through any library and see if the range of human cultural and spiritual activity there fits within your gut definition of information. If it does, try the same experiment in an art museum or a supermarket and see if *that* all seems to be information. Yes? Then you've got the madness.

Though no one can fault information in its place, I can barely stomach the word anymore. I share the Boorstin bias, as he expressed it not long ago:

> . . . flimsy bits of information inundate and confuse us. This flood of messages from the instant-everywhere fills every niche in our consciousness, crowding out knowledge and understanding. For while knowledge is orderly and cumulative, information is random and miscellaneous. Information industries flourish, but our knowledge industries—schools and libraries—go begging.*

That information tends to crowd out everything else becomes more worrisome as one library organization after another adds "information" to its name, then drops the "library" altogether. Language shapes attitudes, and when people stop saying "library" they will stop thinking about it—except in terms of one of its narrower functions, such as information. The Folger Shakespeare Information Center? Yuch!

Exstinkt bird

Some will argue that the library term is an albatross, stinking of old stereotypes and driving away would-be constituents. That may be so; but the best remedies would be to find a more descriptive term, or campaign for new understanding of the old term. The worst is to substitute for "library" a term that neither defines us fully nor distinguishes us from AT&T.

Consider the justification offered in December for a proposed name change—from "American National Standards Committee Z39, Library and Information Sciences and Related Publishing Practices," to "National Information Standards Organization (Z39)," with the same subtitle:

> The reason we are all jumping on the informational bandwagon may have less to do with its being a bandwagon and more to do with the fact that the publication, abstracting, indexing, and cataloging of thoughts expressed as words; the conversion of the words themselves and these guides to the words into machine-readable form; and the locating of these words for patrons make many of us consider ourselves more as professionals in an information-based environment than as any other title we have held. (Committee Chair Sandra K. Paul, in *Voice of Z39.*)

Twenty-one of the 46 member organizations in Z39 have the word "library" or "libraries" in their names. If their environments have truly beome information-*based,* then perhaps these library groups should go along with the change—and change their own names while they're at it. But I believe libraries are based on something more, and to give up on what that precious something might be is information madness.

—*Art Plotnik*

**Reader's Digest,* Sept. 1982

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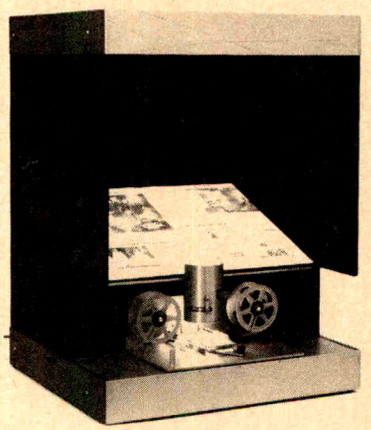
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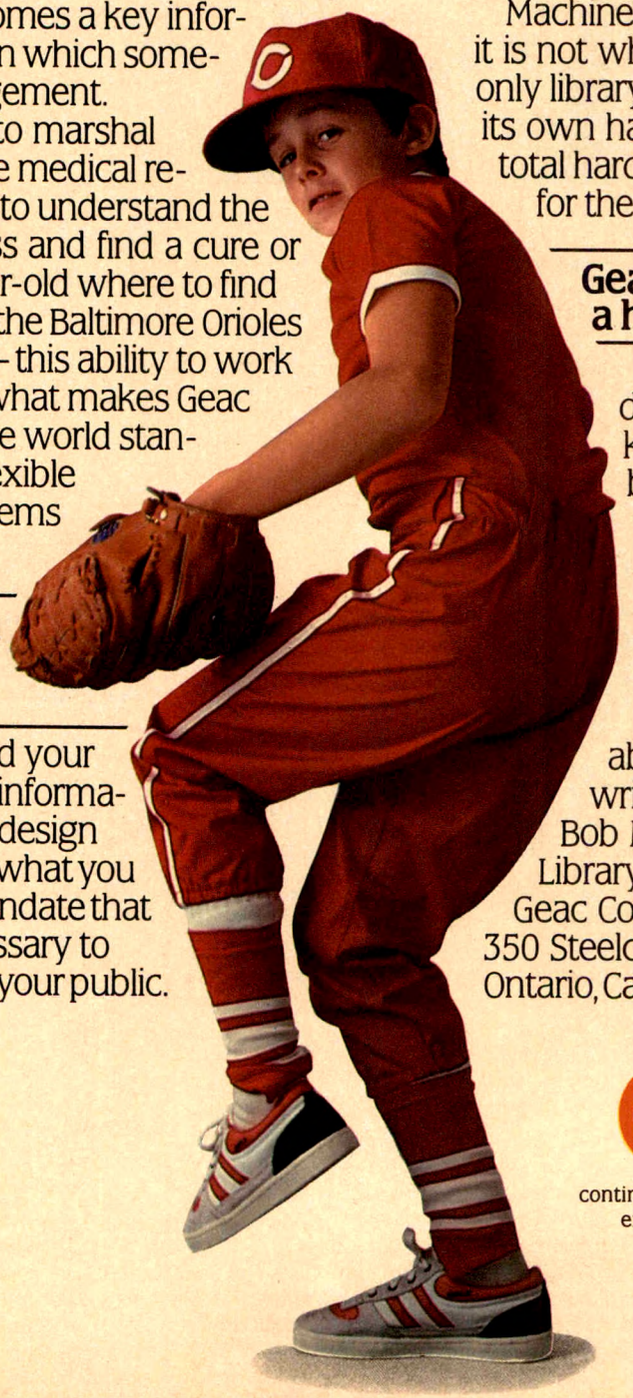

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in the news

Children's librarian leads town campaign to turn off TVs

Nancy DeSalvo, children's librarian at the Village Library in Farmington, Conn. had the idea in October: why not ask townspeople to turn off their television sets for a month?

DeSalvo is a 1949 graduate of Simmons library school who took time out to raise six children before launching her library career in Farmington in 1969. An ALA member, she chairs the forward-thinking Farmington Library Council, made up of 15 local librarians and educators.

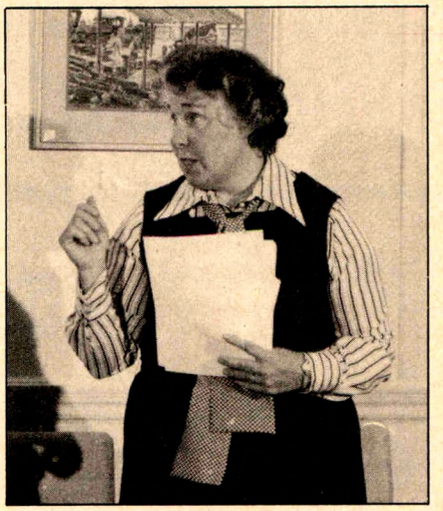
The council had been discussing the disturbing effect of TV on children's learning habits and enthusiastically supported DeSalvo's proposal. So did the superintendent of schools.

"We had tremendous cooperation," DeSalvo told *AL* in February. Librarians and teachers launched the Farmington campaign Jan. 3. Instructors led discussions on the pros and cons of TV, asked students to keep logs of their viewing habits, and passed out turn-off-the-TV pledge cards.

A total of 1,047 youngsters and adults pledged to go "cold turkey" all month, and some 4,000 others pledged to drastically reduce their viewing hours.

The library council distributed 1,000 bumper stickers with the message "Farmington Turns Off" and the logo of a TV set slashed through the middle. The library rented the film version of Jim Trelease's *Read Aloud Handbook* and invited parents to three filmings. Radio stations broadcast synopses of *Dallas* and popular soap operas.

"We had no budget," DeSalvo said. "Fools rush in. . ." But a local merchant contributed 1,000 children's paperbacks as prizes for essay contest winners who best described how they spent their time, and funds were found to provide gift books for the brave who kept their month-long pledge.



Nancy DeSalvo

The media descended to detail the campaign in the picturesque old New England village, which is now an affluent Hartford suburb of 17,000. DeSalvo said she and the school superintendent were "clobbered with interviewers." Newspaper clippings from all over the world went up on the library bulletin board.

When the results began coming in, DeSalvo expressed delight. A kindergarten teacher told her the youngsters were more attentive in class and less violent in the playground. Many preschool children cut down on TV by at least 75 percent. An elementary school principal said 58 percent of his students reduced their watching from 30 to 5 hours a week. But in junior high, only one-tenth of the students participated in the experiment, DeSalvo noted.

DeSalvo intends to monitor the TV-watching habits of about 30 families for the next four months to see if any permanent changes occur in their viewing habits. □

Reagan 1985 budget dumps LSCA & HEA library programs

President Ronald Reagan's election-year budget for FY 1985 presented to Congress Feb. 1 contains few surprises for libraries. His budgets for 1983 and 1984 proposed zero funds for Department of Education categorical library programs and the same zeros reappeared Feb. 1.

The Library Services and Construction Act (LSCA) and Higher Education Act (HEA) library programs are to terminate in 1985, according to the Reagan Administration, because they have been so successful. The 1985 budget briefing papers assert that the programs have established the highest practical levels of access to library services across the country and developed models of interlibrary cooperation to stimulate further expansion.

Public library services, interlibrary cooperation, and the training of professional librarians, should now be the responsibility of state and local authorities, the Education Department says.

Responding to the National Commission on Excellence in Education report, *A Nation at Risk,* the Reagan budget proposes to increase the Education Consolidation & Improvement Act Chapter 2 state block grant from the 1984 appropriation of $479,420,000 to $728,879,999. The extra $250 million would be divided into an additional $14 million for the Secretary of Education's discretionary fund and an additional $235 million for the state block grant, which includes school library resources and instructional equipment programs.

The National Commission on Libraries and Information Science (NCLIS) current budget of $674,000 would be increased to $690,000 in 1985, the budget proposes.

The Administration proposes to trim spending on the National Endowment for the Humanities by $14.2 million, to $125.4 million. Special attention would be given to projects celebrating the U.S. Constitution bicentennial and projects that assess the condition of scholarly disciplines.

Although the House and Senate show little inclination to eliminate federal aid to libraries, the ALA Washington Office urges library supporters to protest the proposed termination of LSCA and HEA. Copies of letters to legislators should be sent to ALA-Washington for reference use.

House votes 357–39 to extend and expand LSCA

President Reagan may want to terminate the Library Services and Construction Act, but the House of Representatives has other ideas. On Jan. 31 by a vote of 357–39, representatives endorsed HR 2878, the LSCA amendments act proposed by Rep. Paul Simon (D-Ill.) last May (*AL,* June, p. 342).

HR 2878 extends LSCA through FY 1988 and adds three new titles. It increases the authorization level for Title I, public library services, from $80 million in FY 1985 to $95 million in FY 1988 and sets the authorization for Title II, public library construction, at an annual $50 million. For Title III, interlibrary cooperation, funding could go from $20 million in 1985 to $35 million in 1988.

A new Title IV, services for Indian tribes, authorizes an annual two percent of the appropriations for Titles I, II, and III set aside as funding directly to Indians for library services. A new Title V, foreign language materials, sets funding at a constant $1 million for acquisition of these materials. Title VI, library literacy programs, has an authorization level of an annual $5 million.

The new initiatives, Rep. Simon wrote in his introduction to the bill, "will allow public library services to be extended to citizens who thus far have been denied these services. They also set the stage for libraries to enter the expanding areas of information transfer."

Crippling amendment defeated

Before the final vote, Rep. Newt Gingrich (R-Ga.) offered an amendment authorizing the president to eliminate or reduce any LSCA authorization whenever it would aid in balancing the budget, reducing the debt, or serving the public interest, unless Congress

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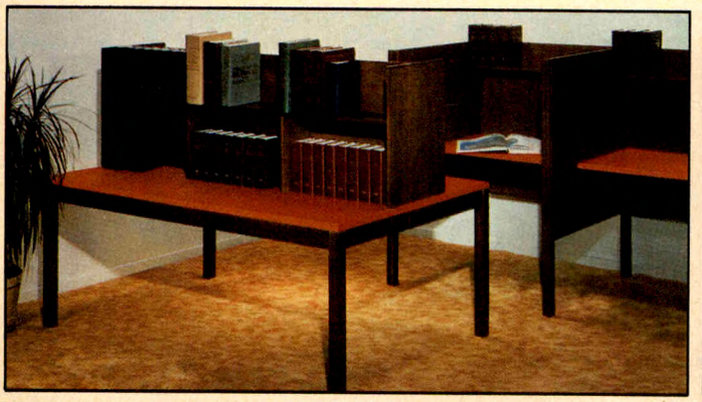

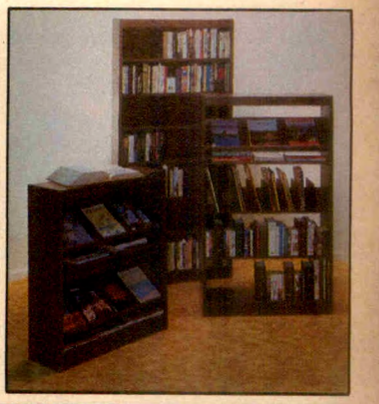
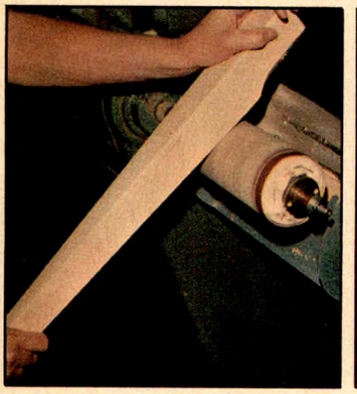

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rescinded the action within 60 days.

Such an amendment would give the president the right to wipe the entire act out of existence, argued Rep. Carl Perkins (D-Ky.). Rep. Major Owens (D-N.Y.) declared that libraries have already suffered repeatedly from veto by neglect. The House defeated the Gingrich proposal 248–144.

Floor managers Simon and Thomas Coleman (R-Mo.) accepted two other amendments: Rep. Leon Panetta (D-Calif.) asked that the bill direct attention to "the needs of small and rural community libraries and information centers because these facilities are often underfunded and understaffed and as a consequence cannot adequately serve the needs of the community." Rep. Dan Glickman (D-Kans.) proposed that library construction projects "shall give priority, when economically feasible, to the acquisition and conversion of unused public school facilities."

For the full debate on the bill, see the *Congressional Record*, Jan. 30, p. H227–31 and Jan. 31, p. H244–61. House Report 89–165, issued in May, reproduces the entire statute with proposed changes and opposing views.

The Senate is expected to schedule LSCA reauthorization hearings in March.

Parish library to rise above flood level at last

When heavy rains deposited eight inches of water on the floor of the Allen Parish Library in southern Louisiana in 1979, the library board declared an emergency need for a new headquarters. The library, founded in 1957 in an old building below street level in the town of Oberlin, needed more, as well as drier, space.

The Allen Parish headquarters, with a staff of 10½, has three branches and a bookmobile to serve 20,500 people in a sparsely settled area.

Aided by board vice president Minnie-Lou Lynch, a past president of the American Library Trustee Association, library director Mary Ellen Janowsky began a concerted effort to find the necessary funds for a new headquarters. Local officials supported the project, but little response came from state officials.

In 1981 the library lost its lease and was moved to another old structure, still below street level and subject to floods.

Fresh hope came last spring when the U.S. Congress passed the emergency jobs bill. New library director Linda Bennett completed the federal grant forms just after her appointment in March. Thanks to its unemployment rate of almost 30 percent, Allen Parish was awarded $237,357 in Library Services and Construction Act funds.

Library employees, board members, and friends worked hard to garner an additional $158,238 in local funds. A challenge fund raised $2,925. The parish contributed $13,000 in profits from the sale of a 1976 cook book featuring local recipes. The office of public works granted $20,000 to the library, and the Town of Oberlin donated land adjoining a park.

Early in April construction will begin on the new $400,000 Allen Parish Library Headquarters. The 5,000-sq.-ft. building will have more than twice as much space and seating as the present structure, and will include a public meeting room. Its single story will be well above the ground.

Library education leader Susan Grey Akers dies

Susan Grey Akers, former dean of the University of North Carolina/Chapel Hill library school, died Jan. 30 at Hillhaven Convalescent Center of Chapel Hill.

Born in 1889 in Richmond, Ky., she earned a bachelor's degree at the University of Kentucky, a library certificate at the University of Wisconsin, and a doctorate in library science at the University of Chicago.

Louis Round Wilson appointed Akers to his first faculty when the library school was founded in 1931, and she succeeded him as its director a year later. In 1942, the title was changed to dean, making her the first woman to hold an academic deanship at UNC.

Akers served as dean until 1954 and continued to teach until 1959. In 1956, she was awarded the Margaret Mann Citation by the American Library Association for her work in cataloging.

"She was gracious, friendly and scholarly," said university President William Friday. Dean Edward G. Holley said: "We shall always remember her high standards, her professional commitment, and her contributions to the library profession and this school."

The *Chapel Hill Newspaper* editorialized: "[Akers] pioneered the cause for women on this campus and she brought the university many honors. A lady with these credentials should not soon be forgotten."

Landmark network law signed in New Jersey

On Jan. 17 New Jersey Gov. Thomas Kean signed into law S. 1329, permitting the establishment of regional multitype library networks and resource sharing of all types of libraries—academic, institutional, public, school, and special.

State Librarian Barbara Weaver called the law "the most significant library legislation adopted by New Jersey in 20 years."

The law carried with it an initial appropriation of $125,000 for FY 1984, which will be used to set up planning grants for six regional cooperatives and provide start-up funds for two of the cooperatives. Weaver scheduled nine meetings throughout the state to explain the new law and discuss proposed regions.

New Jersey's long-awaited act is the most comprehensive and thorough state law governing multitypes, commented Joan Neumann, executive director of METRO. Neumann chairs the Association of Specialized and Cooperative Library Agencies (ASCLA) Multitype Library Cooperation Section Legislation Committee.

Neumann pointed out that the New Jersey act, unlike the Illinois multitype law passed last year, includes the all-important funding. The New Jersey legislation is one of 11 state bills analyzed in *Multitype Library Cooperation State Laws and Regulations: An Annotated Checklist* recently compiled by Neumann's committee. The 100-page work is $22.50 for ASCLA members, $25 to nonmembers from ASCLA Publications, ALA, 50 E. Huron St., Chicago, IL 60611 (0-8389-6602-0).

Senator spotlights libraries as phone-tariff victims

Library "services are radically endangered by the unprecedented rate increases pending at the [Federal Communications] Commission," a senator told his colleagues recently.

Sen. Larry Pressler (R-S.D.) spoke shortly after an FCC decision in January to delay until June 1985 the telephone access charges for residential and single business lines.

That decision was a mixed blessing for librarians. Home phone bills and those of very small libraries will benefit, but larger libraries still face an access charge of $6 per month per line beginning April 3.

One FCC change would affect libraries. The proposed $25 surcharge on private lines would not be imposed on private-line customers who can certify that their line cannot interconnect with the local exchange. OCLC, RLIN, and WLN believe that they can verify that they do not break into the regular phone lines and thus avoid the surcharge. The amount of probable increase in telecommunications charges varies with the circumstances, but CAPCON, the library network in the District of Columbia area, figures that its estimated increase of 138 percent would drop to 108 percent.

South Dakotan examples

As a result of the FCC decision on home phone bills, the Senate voted 44–40 Jan. 26 to table S.1660, the Universal Telephone Service Preservation Act. Just before the vote, however, Sen. Pressler had presented an amendment focusing congressional attention on the impact of the pending increases on libraries.

"Libraries provide invaluable resources to all Americans, regardless of social background or economic status," Pressler told the Senate. "These services are radically endangered . . ." He cited examples of the expected cost hikes at specific South Dakota libraries.

Pressler's amendment provided that the FCC could not impose new charges on libraries until it found that the libraries had adequate telecommunications at reasonable

rates. The required FCC procedure would in itself have delayed any increases. Sen. Robert Packwood (R-Ore.) and Sen. Ernest Hollings (D-S.C.) supported the amendment.

After the Senate tabled S. 1660, Pressler declared: "I remain committed to pursuing this issue and intend to ask the Senate to debate my amendment when I offer it to any other relevant legislation."

The senator requested that letters from 12 South Dakota librarians, ALA Washington Office Director Eileen Cooke, and Association of Research Libraries Executive Director Shirley Echelman expressing library concern be published in the *Congressional Record* (Jan. 26, p. S200–204).

The ALA Washington Office reports it is continuing to work with other members of the library community in pressing the Senate, House of Representatives, and FCC to mitigate the impact of the AT&T breakup on libraries.

To obtain a videocassette of the ALA Legislation Committee's legislative update on "Telecommunications Developments" at the Midwinter Meeting, call Paul Kobasa of ALA Publishing Services at 312-944-6780.

NEH announces deadlines for grant applications

Springtime is grant application time for a number of National Endowment for the Humanities programs. Three upcoming dates are listed with specific addresses; the general NEH address is Mail Stop 350, Old Post Office, 1100 Pennsylvania Ave., N.W., Washington, DC 20506.

- April 20 is the final date to submit a preliminary proposal for the NEH Youth Projects Program to begin next year. For information, write NEH Youth Projects Guidelines '85, Room 420.
- May 1 is the deadline for Challenge Grant applications for institutions or organizations performing high quality work in the humanities. Discuss applications plans with staff by calling 202-786-0361 or write for the new Challenge Grant Guidelines, Room 409.
- June 1 is the last day for applications for the Research Resources program, which welcomes proposals making significant research materials in the humanities available to scholars. For information call 202-786-0204 or write the Research Resources Program.

news in brief

Anti-Nestlé boycott ends. The International Nestlé Boycott Committee suspended its six-and-a-half year action Jan. 25 after the Swiss-based company agreed to take the last major steps in meeting World Health Organization and UNICEF codes on marketing infant formula.

INFACT, the U.S. Infant Formula Action Committee, reported that Nestlé conceded after three weeks of difficult, almost round-the-clock negotiations. "Nestlé has been moved forward by our efforts and pressure to become a model for the whole industry . . . This will protect the health and lives of infants all over the world," INFACT said.

In 1980 the Membership of the American Library Association resolved to support the boycott of Nestlé products. The Committee on the Status of Women has monitored the effort.

Symbol deadline April 9. Library Symbol Implementation Group Chair Bob Garen appeals to all supporters of the blue-and-white library symbol to write the Federal Highway Administration by April 9.

An administration advisory commission has recommended adoption of a green and white sign using the word "library" (*AL*, Jan., p. 58). In the Jan. 10 *Federal Register*, p. 1213–14, the administration claims the ALA symbol "does not convey the intended specific meaning," and should not be included in the *Manual on Uniform Traffic Devices*.

Garen urges supporters to refer to "Request II-78 (Chng.)—Library Symbol Sign" in their letters and send them in triplicate to FHWA Docket No. 83–28, Federal High-

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way Administration, Room 4205, HCC–10, 400 Seventh St., S.W., Washington, DC 20950. A copy should go to Peggy Barber at ALA Headquarters.

Number one in Canada. Circulation at the Edmonton, Alta., Public Library topped the 6.6 million mark in 1983, making the 12-branch library the busiest in Canada. For the first time EPL outranked the Toronto Public Library, the traditional number one, which had a circulation of 5.6 million last year.

The Edmonton library, serving a population of 550,000, has doubled its circulation in the past four years. Director Vincent Richards attributes the increase to an automated circ system, which he claims is Canada's largest, and an extra-hard-working staff.

"A depressed economy added a boost to our circulation, leading to an unexpected high," Richards said. "Our increase in 1983 was 23.7 percent compared to 1982 figures. Similar increases have been experienced by most public libraries in Alberta.

"Comparative figures compiled in eastern Canada show our staff to be the most productive in Canada, and our costs for the work done, the lowest. They're a great staff," Richards said.

Warner cuts back on QUBE. When QUBE, Warner Communications' two-way television system, was tested by OCLC in 1978 in collaboration with the Public Library of Columbus and Franklin County, Warner predicted QUBE would revolutionize television. The *New York Times* Jan. 19 reported that Warner, hurt by Atari losses, is cutting back on QUBE projects.

Warner has suspended a nightly 90-minute QUBE program reaching 325,000 households in six cities. The firm also halted a new Warner Electronic Home Services project that was to be tested in Pittsburgh. The information service would have been the first to offer users actual news clips or other video segments on demand. A Warner spokesman said the company is not disenchanted with two-way TV.

Marvin Scilken, director of the Free Public Library of the City of Orange (N.J.), commented: "In our 'Information Society,' the need for information is great, the demand small."

QUICK-BIBS: New and recent books on a timely topic

Bill Ott, compiler

THE BUSINESS WAR: JAPAN VS. THE U.S.

As business executives have become the glamour figures of the 1980s, so their problems have become big news. No subject provides more tense drama around the board room than the Japanese challenge to American business supremacy. It's High Noon in the Executive Suite, and our pin-striped Gary Coopers appear to be outgunned by their management-savvy, computer-wise Japanese counterparts. Some of the books listed below provide all the particulars on what we're doing wrong and they're doing right, while others treat the broader subjects of Japanese history and culture.

Courdy, Jean Claude. *The Japanese: Everyday Life in the Empire of the Rising Sun.* Harper, 1984, $19.95. (0-06-038010-1, 80-5775)

This perceptive social analysis looks at contemporary Japan through a wide-angle lens, assessing how modern Japanese technology and business methods coexist with the country's centuries-old cultural and ethical traditions.

Davidson, William H. *The Amazing Race: Japan and the United States in the Information Age.* Wiley, 1983, $17.95. (0-471-88711-0, 83-12353)

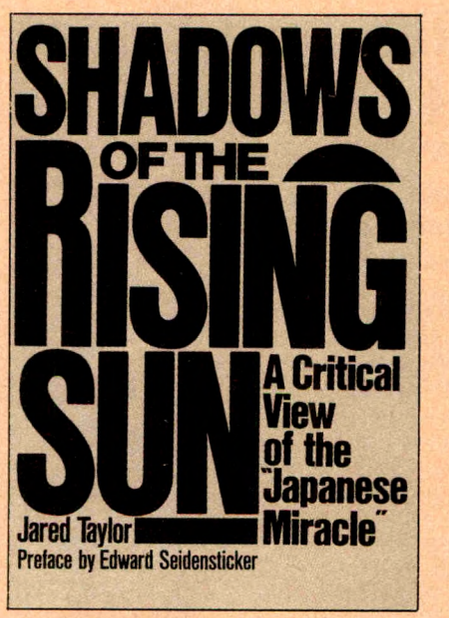
Japan vs. the United States—the Super Bowl of the business world. Davidson offers a thorough review of the Japanese game plan: management techniques, market strategy, use of computers, and overall philosophy.

Feigenbaum, Edward and McCorduck, Pamela. *The Fifth Generation: Artificial Intelligence and Japan's Computer Challenge to the World.* Addison-Wesley, 1983, $15.95. (0-201-11519-0, 83-3765)

The authors detail Japan's $450-million plan to dominate the computer industry within 10 years. The projections focus on a computer that is 1,000 times more powerful than today's machines and is capable of understanding the human voice.

Ouchi, William. *The M-Form Society: How American Teamwork Can Recapture the Competitive Edge.* Addison-Wesley, 1984, $19.95. (0-201-05533-3)

Expanding on his 1981 book, *Theory Z,* Ouchi analyzes the relationship between government and business in Japan: specifically, how each profits from a multidivisional ("M-Form") philosophy emphasizing managerial teamwork. (Executives who do calisthenics together aren't likely to stab each other in the back.)



Taylor says the U.S. can't copy Japan's "miracle" and shouldn't try.

Richmond, Frederick W. and Kahan, Michael. *How to Beat the Japanese at Their Own Game.* Prentice-Hall, 1983, $24.95. (0-13-402123-1, 83-3374).

Economists project that trade deficits with Japan will hit $50 billion in 1990; Richmond and Kahan argue that it's time to act. They recommend passage of a new Fair Trade Act as well as American adoption of Japanese management techniques.

Schlossstein, Steven. *Kinsei.* Congdon & Weed, 1983, $14.95. (0-86553-089-0, 89-10093)

This novel of international espionage dramatizes the high-tech competition between America and Japan. It seems a Japanese executive has stolen top-secret optical chips from an American company.

Schlossstein, Steven. *Trade War: Greed, Power, and Industrial Policy on Opposite Sides of the Pacific.* Congdon & Weed, 1984, $17.95. (0-86553-104-8)

Turning to nonfiction, Schlossstein first salutes the ingenuity of Japanese business leaders and then outlines a plan whereby the United States can win the current "trade war." More pre-battle strategy.

Seidensticker, Edward G. *Low City, High City.* Knopf, 1983, $20. (0-394-50730-4, 82-10093)

Daily life in the Japanese city of Edo (later renamed Tokyo) from the 1860s through 1923, when a massive earthquake destroyed much of the city. History at its most vivid.

Taylor, Jared. *Shadows of the Rising Sun: A Critical View of the "Japanese Miracle."* Morrow, 1983, $14.95. (0-688-02455-6, 83-3374)

Taylor plays the devil's advocate here, contending that Japanese business management techniques won't work all that well in the United States. The Japanese have succeeded by basing their managerial philosophy on their own traditions, not by copying others. Taylor is convinced we should do the same. □

***Bill Ott**, who writes this column freelance for* American Libraries, *is books-for-adults editor of ALA's* Booklist *magazine.*

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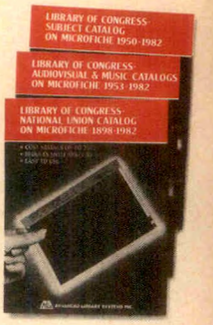

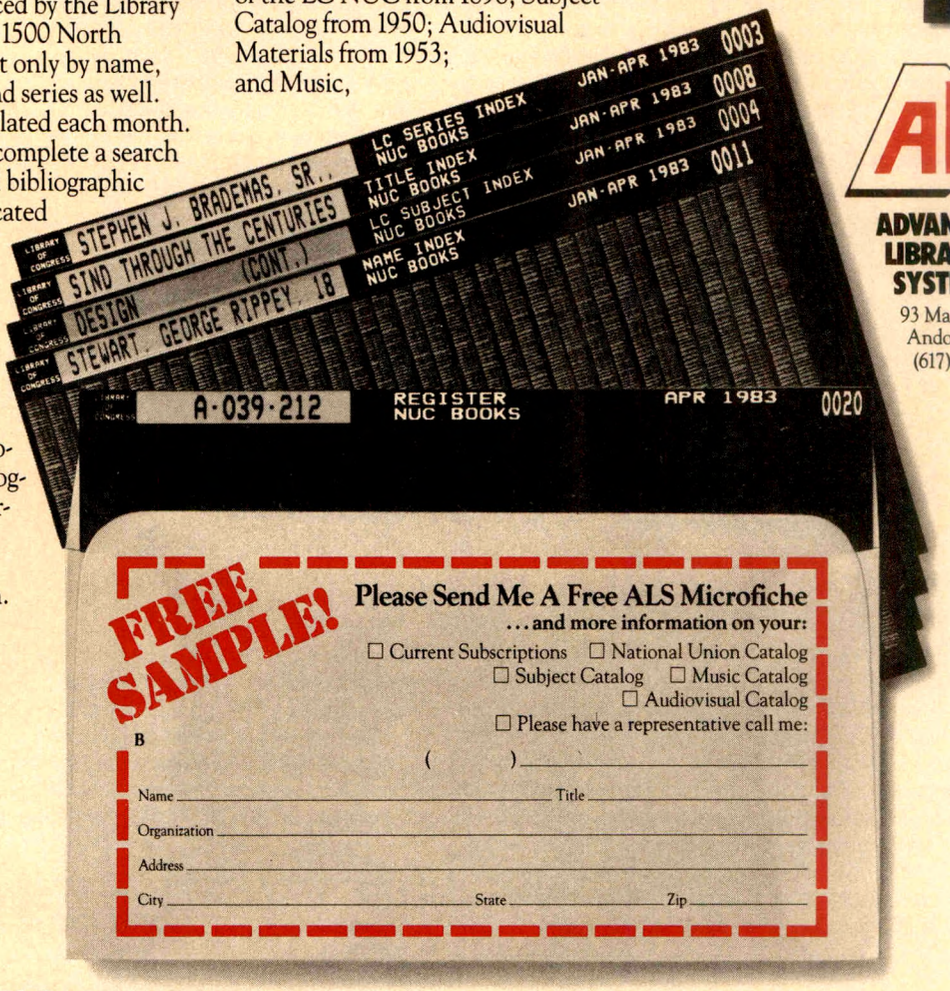

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action exchange

Librarians discuss pay equity and microcomputer users

Q. I'm trying to upgrade library staff salaries to match those of other city employees. How can I answer the city manager's question, "What is a cataloger (or children's librarian or whatever) worth?" What municipal government jobs compare to library jobs? *Nann Blaine Hilyard, Library Director, Auburn Public Library, 49 Spring St., Auburn, ME 04210.*

A. Job comparisons vary depending on the local jurisdiction and the type of evaluation system used to rank positions with respect to their value in the workplace. Comparable-worth or pay-equity efforts attempt to arrive at comparable salaries for dissimilar jobs requiring comparable overall effort, skill, responsibility, and working conditions. When you discuss components such as supervision, judgment, independence, error impact, and stress factors, you can compare positions.

Helen Josephine discusses "Pay Parity for Library Workers" in the 1982 *ALA Yearbook* and the Office for Library Personnel Resources has published a packet of information, *Pay Equity: Comparable Worth Action Guide,* Topics in Personnel no. 2, $10 from OLPR. *Margaret Myers, OLPR director, ALA Headquarters.*

Q. Not enough women, including children, seem to be taking advantage of library offerings of computers for public use. How are libraries striving for balance among male and female? *Marion Bennett, Director, Marshall Public Library, 111 E. Mansion St., Marshall, MI 49068* (*AL*, Nov., p. 641).

A. Last July when the Wright Public Library in Dayton installed a public access computer, we offered free introductory two-hour sessions called "Adult Computer Camps" taught by a college senior majoring in computer science. The object was to take the mystery out of computer use. Emphasis was placed on software available at the library and the simplicity of use. The sessions encouraged many women to use the computer. In July, 58 percent of our computer users were female, but the number declined to 17 percent by November.

In December our instructor returned from college and taught another series of adult camps, adding a three-night course in BASIC programming. The library also offered "Computer Klatches" aimed at homemakers, concentrating on software that can simplify daily routines. Many women signed up for the various courses, and we hope they will use our computer. *Carmel L. Morse, Audiovisual Librarian, Wright Memorial Public Library, 1776 Far Hills Ave., Dayton (Oakwood), OH 45419.*

A. The Towanda Public Library, serving 10,000 people in rural northeastern Pennsylvania, has a ratio of approximately 2 to 1 women to men validated to use our Apple IIe. Over a recent four-week period, 55 percent of the total hours of public use was by women. We have also had more women's clubs than men's taking advantage of our offer to give computer demonstrations as a meeting program.

The fact that our project coordinator is a woman, well known in the community, has been reassuring to many women. The informative, friendly, and nontechnical demonstrations have stimulated many women to sign up for the validation classes, which are a requirement for using our system. The coordinator stresses a pragmatic approach by making suggestions of simple but useful applications of our software collections. News of positive computer experience has traveled fast, especially among women, in our small town. *Lee O'Brien, Project Director, Towanda Public Library, Towanda, PA 18848.*

Q. Who uses an electric eye to count patrons entering the library? Have you compared the electronic count to actual number of entrances? *Rick Richmond, Director, Sublette County Library, Pinedale, WY 82941* (*AL*, Sept., p. 512).

A. The Chester County (Pa.) Library 3M Security System counts patrons as they exit. The count is recorded daily and used in monthly and yearly reports. The statistics help determine "heavy usage" days, when we need extra staff.

We have not compared the electronic count to an actual one. We feel confident the 3M system is accurate within 3 per cent and follows in direct ratio the number of circulations. In vacation months, we average five circulations per five patrons; in winter, four circulations per five patrons. *Robert O. Sondrol, County Librarian, Chester County Library and District Center, 400 Exton Sq. Pkwy., Exton, PA 19341.*

Q. Has anyone had practical experience with a blind or severely visually impaired librarian on their staff? Or, are you a blind librarian willing to share your experience? We have a blind patron with an MLS who would like to get back into the library field. *Joan Laskaris, Librarian, Services to the Blind and Physically Handicapped, Shawnee Library System, Greenbriar Road, Carterville, IL 62918* (*AL*, Nov., p. 641).

A. We have a blind librarian who has been with us since her graduation from the Faculty of Library and Information Science at the University of Toronto in 1980. She was hired to work directly with the chief librarian to upgrade our services and facilities for the handicapped during the International Year of the Disabled Person. The project was completed with considerable success and the objectives are updated annually.

Now this librarian has been added to our Special Community Services section with particular responsibility for the volunteer program for our shut-in service. She also serves as our representative on the materials selection committee of our local

Over to you

1. What regional libraries have developed collections of microcomputer software to lend to other libraries? What are your selection criteria and problems? (Conn.)

2. Have any medium-sized public libraries purchased another library's database in converting their holdings to machine-readable form? What was the basis for its selection? Was an accurate hit rate established? What unanticipated problems were encountered? (Fla.)

Please send replies to Action Exchange

Canadian National Institute for the Blind. She has provided some programs to make our staff sensitive to the library problems of the disabled. In 1982 she directed a student project on the possibilities of sound access to our public catalog.

Initially she wanted to develop reference service skills, but experience has demonstrated this is not possible. Her present interests and self-development program are now in the field of adult education, which seems to be an area where her particular talents can be used. *Jean Orpwood, Director, North York Public Library, 35 Fairview Mall Dr., North York, ON M2J 4S4.*

Q. We are planning to use a microcomputer to index our local history and genealogy records and would like to know what hardware and software other libraries use. Is there any attempt at standardization so that we can eventually share data on cemetery, military, and newspaper records? ***Bridgie Brelsford, Reference Librarian, Crawfordsville District Public Library, 222 S. Washington St., Crawfordsville, IN 47933.***

A. I am aware of no specialized computer applications to genealogical cataloging other than our own. Software for personal computers exists for such things as home files, but there are no separate or cooperative projects aimed at cataloging local history and genealogy collections.

Many public libraries with substantial monograph collections in this field are currently using OCLC, which standardizes their common cataloging including local history and genealogy.

Our library has substantial programming invested in a stand-alone cataloging system for local history and genealogy. We adapted MARC to fit our needs. Perhaps our system could become the prototype for a cooperative cataloging venture in this field—an OCLC for local history and genealogy. *Charles R. Clement, Manager, Technical Services, The Church of the Latter-Day Saints Genealogical Department Library, 50 E. North Temple St., Salt Lake City, UT 84150.*

A. The Miami-Dade Public Library Florida Collection produces a computer-generated index to six local newspapers. The same basic software program can also be used to index obituaries, photographs, and maps. The Miami project is fully described in the tape recording of "Indexing the News," presented by the Reference and Adult Services Division Local History Section at the 1983 Annual Conference in Los Angeles (No. 83107 – 411/412, $29.90 from ALA Cassettes, Eastern Audio Association, Inc., Oakland Center, 8980 Route 108, Columbia, MD 20145).

My main warning is don't try to do too much with a home computer. You will find the memory capacity too small on many models. I suggest you try to interest a nearby college or university computer science department in taking on your project as part of its curriculum "practical applications" section. *S. J. (Sam) Boldrick, Florida Collection, Miami-Dade Public Library System, One Biscayne Blvd., Miami, FL 33132.*

Q. Do any libraries accept credit cards in payment for overdues and lost materials? ***Audrey K. Anderson, Data Processing Supervisor, St. Paul Public Library, 90 W. Fourth St., St. Paul, MN 55102 (AL,* Nov., p. 641).**

A. We have used VISA for nearly two years. Surprisingly, few patrons have used it, but VISA gives us an added service and has never cost us a cent. *Alice Gene Lewis, Librarian, Owensboro-Daviess County Public Library, 450 Griffith Ave., Owensboro, KY 42301.*

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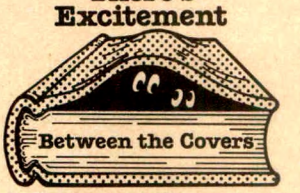

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View of China libraries a "half-story"

I AGREE WITH YOUR EDITORIAL (Jan., p. 4) that one should not feed the press with "half-stories: out-of-context, spiteful, distorted, or short-sighted bits and pieces." However, this time you did not seem to practice what you preach, for in the same issue you printed John N. Miller's "The Chinese Disconnection" (p. 22–26), which seems to fit your description of the "half-story."

In a professional journal, we do not expect to see emotional indictments of any particular libraries, but "the whole story" of, as you said in the editorial, "*all* that we are and *try* to be" (italics mine). I am sure what Miller described in his article is true, and such incidents, unfortunately, are not even isolated. But he did not tell "the whole story," and what he told was not presented in proper context. I feel that his "indignation" is misdirected, and I cannot agree with his conclusion, which can be very misleading.

After the unprecedented destruction of books and libraries in China during the rabidly anti-intellectual Cultural Revolution, dedicated Chinese librarians have only recently had the chance to pick up the pieces and forge ahead. As I wrote in the *Library Quarterly* (April 1983), Chinese libraries are faced with problems in almost every aspect of library operation.

So many books were destroyed or misplaced during the Cultural Revolution that library catalogs do not always represent the holdings in the library. Many libraries do not have books in Western languages even now. There are so few professional librarians that the absolute majority are young, untrained, and inexperienced. In fact, many of them do not have more than a junior high school education and cannot read English. (Could this be one of the reasons for the poor service Miller experienced?) Chinese leaders in the field readily admit all those shortcomings, and they are working hard to improve the situation. Rome was not built in one day, however. Compared with what they were five or six years ago, Chinese libraries have already made spectacular progress. Using American standards to judge Chinese libraries, or libraries in any poor, developing countries for that matter, is unfair and unrealistic.

Besides, what was the purpose of his article? I believe in a free press, and I do not believe in sweeping the unpleasantness under the rug. However, if Miller really meant well, as professed in the author note, why did he not send the article to the China Society of Library Science or the Chinese Ministry of Education, but publish it in an American Journal which few, if any, Chinese authorities would have a chance to read? Sarcastic criticism of this kind, such as asserting that "libraries can be expected to be little else than what they are in China" (p. 24), could only discourage Americans from donating books to Chinese libraries and hinder other library cooperative projects. It could also further exacerbate Chinese feelings toward American teachers in China, some of whom are suspected of going there just to find enough bad things to write about China so that they can get into print at home.

A fair presentation of things as they are in a historical context with careful analysis of problems and constructive suggestions for improvement can be good for the profession in both China and the U.S.

LEE-HSIA TING, ALA Member,
Learning Resources, College
of Education, Western
Illinois University, Macomb

Lee-hsia Ting's comments are well taken. It should be noted, however, that before the article was accepted, we asked its writer for extensive written comment on his authority and justification for the statements. We were satisfied that the article was a legitimate point of view, but asked the writer to provide an introduction putting his remarks in a clear context. This he did, noting, "I expect that many Chinese library officials strive to open their libraries to every authorized user. Indeed, conditions in Chinese libraries are likely to improve over the years to come, just as many other services are improving."—Ed.

10-millionth-record winner strikes back

CONCERNING BEVERLEY GEER'S letter in the Jan. issue (p. 16) on the 10,000,000th record entered in the OCLC database:

1) The name of our institution is California State College, San Bernardino. 2) We catalog our own theses as if they were published monographs, per a policy decision made by my superiors some years past; we also use a different thesis note than that preferred by OCLC or by LC. I regard both practices as local options; since no other library or librarian would normally see or use these records, which are designed solely for our in-house requirements, I am utterly unrepentant. 3) Mechanisms exist to correct whatever Geer or others may perceive as errors in OCLC-contributed cataloging, and I support any such efforts to "clean up" the database. OCLC is and probably always will be a user-supported network, with 80 percent of the bibliographical entries contributed by member institutions. It should be recognized, however, that many so-called "mistakes" represent differences in cataloging philosophy. . . . We should not thus be so hasty to cast aspersions on our fellow professionals. 4) I dispute the suggestion that one-third of the OCLC database consists of duplicated records. My own experience with the system would lead me to the conclusion that less than one record out of 20 or 30 is an exact bibliographical duplicate of any other—and more than half of these are "dead" entries, either created for the Acquisitions Subsystem or labeled with see references to other, better records.

In any event, Geer misses the point. Whether or not record number 10,000,000 is actually *the* 10 millionth bibliographical entry in the OCLC database is as irrelevant as the question of whether Harlan Ellison's *Deathbird Stories* was actually *the* 250,000th volume to be added to the CSCSB Library collection in 1977. We celebrate such occasions because they represent psychological milestones in the advancement of human knowledge and experience. Whatever defects OCLC possesses . . . . it is what we make it.

Yes, I really did try to get the 10,000,000th

If they'd been librarians by B.B. Rile

ALA member B.B. Rile here launches her revisionist series on "how much nicer history could have been had there been more opportunity for gifted people to be usefully employed in the library profession." A winner of AL's celebrated "100-Uses-for-a-Dead-Catalog Contest," Rile is catalog librarian at the Wichita State University Library.

Nero filing while Rome burns

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OCLC record, and I'm proud that I did—for myself, for the institution, for the OCLC Pacific Network. *But*—and this is a very large *caveat* indeed—I do not regard this event as anything more than a happy accident, one of those fortuitous bolts of chance, good or bad, that sometimes strike us all.

MICHAEL BURGESS, Pfau Library, California State College, San Bernardino

"Brain drain" and recent history

IT COULD ONLY HAPPEN IN CHICAgo. Yellow journalists on the prowl in a slow week run front-page stories about the library commisioner spending thousands on chauffeur and car. Members of the City Council, ready to embarrass the newly elected reform mayor (and protect their clout-heavy departments) cross examine the library commissioner on abuse of taxpayer dollars by convention-crazy librarians. The news stories are picked up by national wire services, and the American library community finds itself dragged into sleazy Chicago politics.

Art Plotnik's January editorial (p. 4) on the situation at the Chicago Public Library unfortunately does not give the library community any more facts than the yellow journalists he delights in savaging. In fact, it could well have been co-authored by our commissioner, who praised it in her latest newsletter. Conspicuously missing from his account is any understanding of this library's recent history and an alarming disdain for the morale and professional reputation of the employees.

It was logical for Plotnik to assume that a disgruntled employee was the source of the news leaks. Logical, but incorrect. To my knowledge, every news story on the library was published as a result of the reporters' requests for internal library budget documents under the city's new Freedom of Information executive order, or of interviews with library administrators. To give the impression that CPL employees are irresponsibly ranting and raving to the press about conditions at CPL is to denigrate the legitimate efforts of many of us to make reasoned, intelligent arguments to the appropriate authorities for redress of our many grievances.

The one item concerning me in the editorial is incorrect. I did not *plant* the "brain drain" article; I *printed* it in the December 1983 newsletter of our union. After writing it, I asked Plotnik if he would like to make "brain drain" the subject of an in-depth article. He apparently prefers speculation to serious consideration of a serious problem.

To better understand our situation here, it is useful to look to our recent history. The Chicago press has done a good job of publicizing the shameful lack of a central library in Chicago. There have been well over two dozen editorials on the issue, all calling for immediate action by the mayor and the City Council. At the same time, the press recognizes (as did the City Club, in a 1982 report) that the library staff and board have become increasingly politicized.

Due to the sponsorship of our previous mayor, the library board at this writing counts among its members several whose competence and interest in library affairs could be seriously questioned.

Under the reign of our current commissioner, positions are regularly filled without competitive examinations and promotions awarded to favorites. Meanwhile, employees with years of experience wait for promotions while watching the number of their coworkers and size of their book budgets shrink.

No, Art, it was not illogical to assume that an employee was the tipster, just incorrect.

What I would really like to know is why you waited until the commissioner was muddied-up before you chose to cover the Chicago Public Library's problems in a major editorial. Or are the pay equity charges that the union filed last year too boring for your readers? Could it be that the position paper that our union submitted to the mayor's transition team was not sexy enough for the pages of *AL*? How about our testimony before the City Council every year for the past five years on the deteriorating conditions at CPL?

You're right, Art, the daily press *does* only cover half the story—and it's a damn shame that the professional press can't do better.

KATHLEEN PRENDERGAST, ALA member and president, Chicago Public Library Employees Union AFSCME Local 1215, Chicago, Ill.

Regarding the "leak," I'll stick by the reliability of my sources, which include the CPL commissioner. The "plant" of the "brain-drain" story became apparent to me when a Chicago CBS newscaster called to confirm "a brain-drain at CPL"—though perhaps a fairer phrase than "plant" might be "putting words in the mouth of the press." My quarrel is with those staff who play at being public information officers in a game that has become too perilous for ardent amateurs. I regret I lacked space to laud the union and other staff members for their massive fact-gathering efforts to support library and professional progress. As for balance in our CPL coverage overall, we try, but we'll try harder. —*A.P.*

Don't tout programs uncritically!

I AM WRITING CONCERNING THE "Software Showcase" that *AL* initiated in January (p. 46).

As a computer user in our library, I am troubled by your decision to give prominent space to what amounted to a promotion for the "Personal Bibliographic System." *AL* would not send a book to the author of that book for review and then feature it on several pages, nor would it do the same for any other product. Yet by allowing the writer of a program to describe his work without mentioning any faults or problems seems to me to be doing just that. You are allowing him to endorse his own product and giving validity to that endorsement by featuring it on your pages without a critical appreciation or even a few words of explanation from a dispassionate reviewer. Just because a program has been developed at a reputable school and has had important funding does not necessarily make it the best choice for libraries to adopt. There are several reasons, some of which are mentioned briefly below, why this system may be unsuitable for many library applications.

The program seems needlessly cumbersome and time-consuming for the user. For example, after entering each item the program returns to main menu for the user to select again the type of document being entered. There is no provision for continuing in the same format without returning to main menu or going through other time-consuming routines.

Nor is the provision for saving each item convenient. To save a bibliographic entry, which is, of course, a must to have it in the future, the operator must save each on the disk individually. There is no provision for temporarily storing the items in the computer's RAM and then saving them on the disk as a group. While this is a secure system in that it guards against inadvertent erasures, it also means that the system's user must wait for the disk to spin and the saving to be completed after each entry.

Even when the entry is saved, it needs to be reformatted before printing. As the bibliography is being printed, a help notice on the screen informs the operator that there may be up to a 90-second wait while each entry is being formatted.

While the idea of adhering to an agreed-upon bibliographic format seems ideal, it is not one that is currently used by publishers with whom I am familiar.

I am not in the habit of writing angry letters to journals and hope this one has not been too intemperate. And I have used only the demonstration program and may surely be wrong about some of my assertions. But touting expensive programs without adequate analysis or investigation does not seem a wise course for *AL* to pursue.

ERWIN K. WELSCH, University of Wisconsin/Madison Memorial Library

We wanted to alert our readers to some of the better-looking programs coming along and thought that a "showcase" would at least provide a fairly detailed view. One thing we see we must do immediately is to make the context clearer. "Showcase" does not endorse the programs included, and encourages consumers simply to acquire additional information. —Ed. □

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Advanced library obfuscation

or

The modifiable ergonomic dimensions of the English language

by James C. Thompson

It's a paradise of tools, where instead of buying books, librarians press buttons. All you have to do is locate one stupid librarian who is interested in buying a book, and everyone can have it.

Frederick A. Praeger
President and Publisher, Westview Press

Mr. Praeger, as reported in the *Chronicle of Higher Education*,[1] offered the above analysis of library operations not long ago at a meeting sponsored by the University of Chicago. If his statements were quoted accurately—and he has said they were, though sometimes "out of context"—he will be well advised to go armed into the next library he visits.

The explanation which suggested itself to me when I read his remarks might occur to any librarian faced with such an attitude: that the speaker knows nothing about libraries and how they are run. This would not be a surprise; for after a decade of purchasing from, corresponding with, and consulting for scholarly publishers, I am convinced that library operations are a complete mystery to them, and they have abandoned all hope of unraveling it.

Under normal circumstances, they accept the unfathomable workings of the library as they do the rotation of the earth—they know it affects them, but there's not much they can do about it. But a danger arises when publishers and librarians are at odds, as they are increasingly during these hard times. When libraries stop buying as many books, the obscurity of their methods provides an attractive opportunity to construct facile but erroneous explanations suggestive of conspiracy.

The library tongue

After much consideration, however, I am forced to conclude that the fault lies more with librarians and the ways we talk and write about our work than with the publishers. No two libraries operate in quite the same way, and no two librarians use the same words to describe what they do, even within one library. It would be hard to get even a small group of librarians to agree on the usage of such common terms as serial, series, periodical, continuation, or analytic. Perhaps because such words are used inconsistently, library staffs often develop unique local vocabularies and come to rely on them until they can no longer refer to things any other way.

Here are the names of some files I encountered in one library—and what they really turned out to be:

The Departed File: A slip for every book that ever departed from Technical Services, filed by year and then by call number. It proved that a missing book was someone else's problem.

The Source: A hard card for every book ever ordered, whether or not received, filed by decade and then by main entry (not to be confused with the completed-order file). It was filed first, was thus the only current file, and so became essential.

Harry's Slips: A slip for each book sent to the bindery, filed by call number. It helped Harry expose errors on the part of the bindery.

Bruce's Papers: Left by Bruce in ages past.

The Tub: The on-order file.

The Box: Slips to be matched with incoming OCLC cards.

Lucy's Looking: Someday, Lucy will solve these cataloging problems.

Give to J. A. Cabeen: This file could not be identified, so it was given to J. A. Cabeen.

Series Decisions: Every series title ever rejected as a subscription, with reasons for the decision. Used to suppress any subsequent interest in the material.

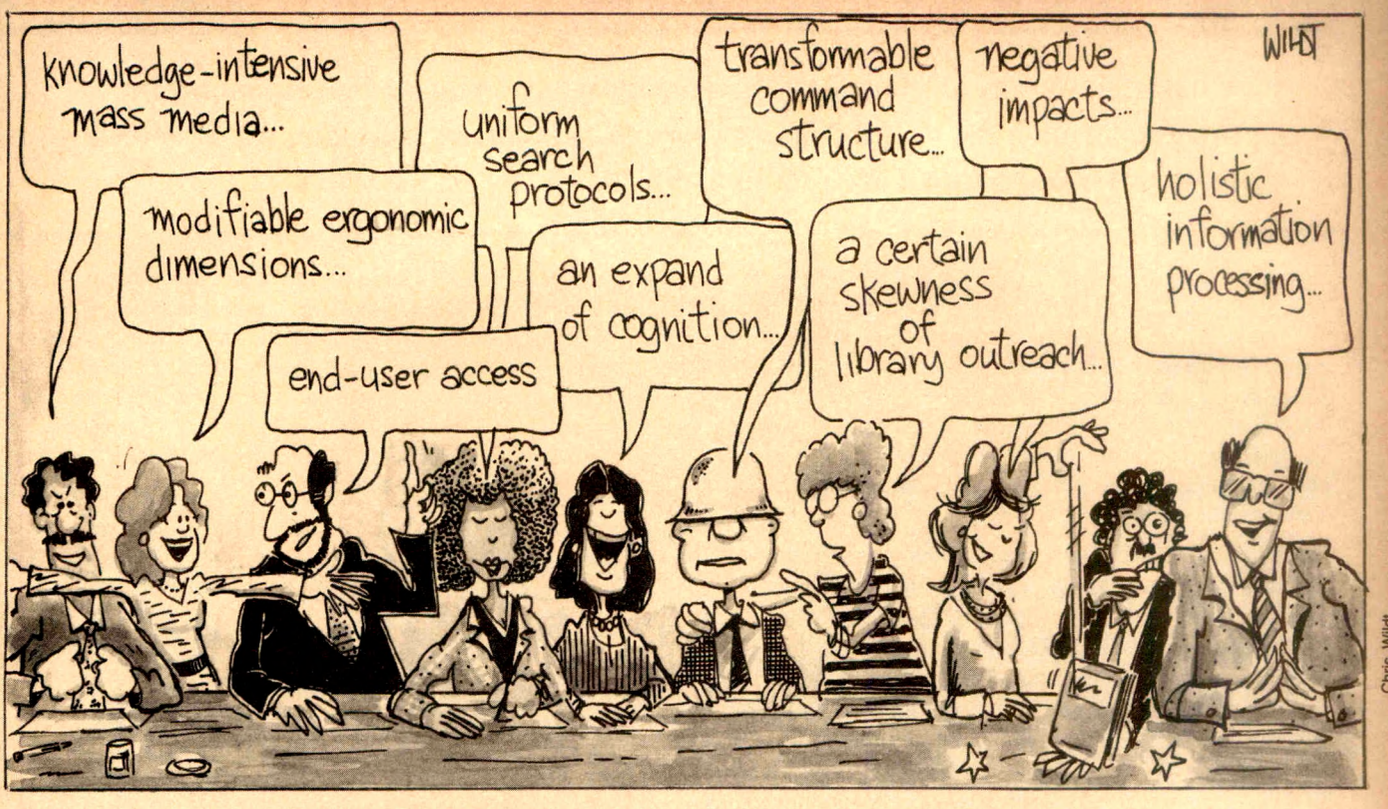
Seeding our clouds

Since the limitations of such terminology are more obvious in print than in conversation, library writing is comparatively free of it. But our literature has other means at hand by which to cloud an issue. One subspecies is based on the art of saying nothing at great length.

A common technique for avoiding content calls for filling the first half of the article with questions, and the latter with admonitions to answer them. This is found particularly in the literature of automation, and in the editorials of certain journals. Readers who expect to find information simply handed to them can avoid disappointment by steering clear of

"The professor who wants a new book and is told 'we could firm-order that as a do-not-duplicate under our approval profile, but if it's a continuation it should come on standing order' is liable to give up on the library as well as the book."

James Thompson is associate university librarian at the Fondren Library, Rice University, Houston, Tex.



articles in which question marks and the word "must" appear prominently.

Sometimes a valid point is hidden in an overabundance of words. For example, the authors of an otherwise excellent article could probably have found a more succinct way than this to suggest that research is important to the faculty:

> The potential for conducting research forms the next component of analysis. It is beneficial to reiterate that research is usually by far the pivotal criterion in evaluations of faculty or faculty-like personnel. Excellence in job performance being simply assumed, research competence continues to grow in importance, greatly influencing the possibilities for both institutional success and marketplace flexibility.[2]

A sufficiently stretched metaphor can stop readers dead in their tracks at the opening sentence, as with this comment on citation analysis:

> An area of science can be viewed as an Euclidean space with documents or authors located at the points.[3]

Librarianship is sometimes considered a soft science, akin to sociology or psychology. Perhaps that is why we imitate those disciplines in relying heavily on impressive, but essentially meaningless, pseudoscientific jargon. We seem to lack confidence in our professional status, as indicated by the number of articles we produce on that question—one that does not arise in the literatures of the more established professions. It is also evident in the amount of journal space devoted to issues of a suspiciously nonprofessional nature, such as a running debate in *College & Research Libraries News* on the best method of loading booktrucks.[4] Possibly tenure requirements contribute to the proliferation of unneeded treatises in uncountable and unaffordable journals; if so, library literature stands as a *prima facie* case against faculty status for librarians.

Overheard at ALA

But my aim is not to speculate on why library expression is so uncommunicative—merely to give a few illustrations of the havoc it can cause. Here are some quotations copied down during presentations at the most recent ALA Annual Conference:

modifiable ergonomic dimensions
extrinsic modification strategies
cognitive ergonomics
sophisticated search strategies
powerful retrieval capabilities
improved retrieval technologies
negative impacts
viable terminal operator
holistic information processing
uniform search protocols
differential experiences
an expand of cognition
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conceptual structures
spatial conceptualizers
cognitive frameworks
transformable command structures
small-process rewards
intermediate motivators
adaptation decisions
systemic relationships
knowledge-intensive mass media

All of the above represent concepts that would be recognizable if described in plain English. For example, "modifiable ergonomic dimensions," a phrase destined to become notorious and which was cited within 48 hours,[5] was used in reference to an adjustable terminal.

If the catchwords of "information science" are insufficiently convincing, they can be fleshed out with those of some other field:

> Just as "yin" and "yang" do not form a dualism that splits the universe in two, the apparent "yin yang" aspects of Penn

"In the past, a library or one of its departments could safeguard its autonomy by suggesting, through the use of cryptic descriptions, that any intrusion would interfere with a complex operation better left to itself."

> State's authority control system cannot be considered as two separate systems linked together. At the core of the "yin yang" facets of the universe is "Tao," the Way, which is the unifying principle of the universe that maintains it and gives it motion and order. In the same way, the Universal Entry Control (UEC) system forms the "Tao" of Penn State's catalog access system and activates the relationships of the bibliographic records according to the interaction between user search requests and the universal entries.[6]

Even the names with which we label our jobs seem intended to confuse rather than clarify. Recent journals contain at least seven different synonyms for Head of OCLC Cataloging and five for Book Selector, not to mention such intriguing occupational titles as Preparatory Studies Librarian, Multitype Coordinator, Assistant Dean of Instruction, Assistant Librarian/Technical Services/Generalist, and a diminutive Microform Librarian. Since this is how we solicit applications, we would have no right to balk at a resume beginning in this fashion:

> **RESUME OF APPLICANT**
>
> **DIMENSION MODIFIER.** Resourcefully wrought end-user access while functionable piloting information transition. Halved negative impacts of differential experiences and trebled viable terminal operators. Soundfully prompted an expand of cognition and avidly contrived adaptation decisions. Clarified and keynoted cognitive framework.

This may be more than a bad dream: all the verbs and adverbs in that paragraph are suggested in a handout entitled "Power VERBS and ADVERBS which are active and/or descriptive,"[7] distributed at the ALA placement center during the Annual Conference.

Abstract expressionism

Where then should we look for writing on librarianship that is lucid and concise, once we have exhausted the small core of great writers in the field (the De Gennaros, Gores, and Fasanas, for example)? Surely it is to the abstracts that we must look first. An abstract conveys the gist of the article; it lets the expert reader know whether the whole is worth reading, and gives the browser the main points without further exploration. Being brief, it would seem to be simple to compose; being important, it is presumably composed carefully.

Unfortunately, even in our more prominent professional journals, the abstracts often are fully as obfuscatory as the articles:

> ABSTRACT
>
> A methodology is developed and applied to a data collection consisting of questions in order to discern the nature of the cognitive need "to know": the information need. . . . Two experimental hypotheses guided this methodology for a "closed" problem situation: H_1 where the number of questions generated varies directly as the information need varies, and H_2 where the number of questions generated varies inversely as the data input varies. The results of the statistical analysis supported the indicated trend to decreasing questioning activity as the data input rose. The results of the linguistic analysis revealed a consistent question formulation pattern between the two "closed" problems. Thus it follows in theory that the nature of information need can be discerned indirectly through question generation and formulation.[8]

Which is to say: if they don't know, they'll ask. Thus overly elaborate language can disguise the truistic nature of the point being made, as in the following:

> The application of Kantor's demand-adjusted shelf availability model to a medium-sized academic library is described. The model can be applied in a working library environment with relative ease. The data indicate that there are significant differences in shelf availability when the data are sorted, adjusted, and analyzed by last circulation date, acquisition date, and imprint date. There is also a significant difference between the results of data gathered during periods of low and high use.[9]

In other words, popular and recent books have been popular recently; books are used more when they're more in use. When the abstract contains the whole substance of the article, it is as reliable an indication of a problem as, in the previous example, when one must read the article to make sense of the abstract.

ALA has its own ways of contributing to the verbiage. A novice conferee faced with a program listing two thousand meetings will feel little sympathy for whoever named the Association for Library Service to Children, Priority Group II—Evaluation of Media: Toys, Games, and Realia Evaluation Committee; or the Resources and Technical Services Division, Serials Section, Ad Hoc Committee to Study the Feasibility of Creating Dynamic Lists of Core Serials.

It doesn't always help to abbreviate these unwieldy appellations; one industrious researcher has discovered that there are least 37 legitimate library initialisms made up from the letters A, C, R, and L.[10] This is not amusing to one university library director whose president won't let him drop out of CRL (Center for Research Libraries) because he has it confused with ARL (Association of Research Libraries). "It's worth $10,000 a year," this director has been heard to say, "not to have to point out the president's mistake to him."

Tools for bibliographic befuddlement

In addition to those already cited, there are other genera of double-talk that can profitably be used to reduce comprehension:

- *Euphemisms* help keep the skeletons in the closet and are much favored in references to processing backlogs. My library had backlogs known as "on location," "the N.P.'s," and the ominous "B-52 books" until the catalogers, with commendable courage, collected them all into one sequence called "the backlog" and proceeded to catalog the books in it.

• *Obsolete terms* are passed down from one library generation to the next, the original meanings lost in history. "P slip" has become a shibboleth for detecting pre-OCLC catalogers, "s.n.m." appears widely in serials authority files, but few remember its etymology (it does not stand for "series not made"). Some of our "N.P.'s" were also "s.s.o.'s," but opinion varies as to the meaning of that.

• *Implications* are conveyed by loaded terms such as "authority control," the very name of which implies a stern correctness and a right to exist. It hints at masochism; seen in that light, "interactive authority control" becomes vaguely perverse, while "fully automated interactive authority control" takes on a whole new aura.

• *Code words* look like common English terms but have different meanings. This is not like the use of technical terms in other professions. When the doctor refers to a hemostat, or the lawyer to a *subpoena duces tecum*, these are understood to be meant for a select group. But library designations which are second nature to librarians may be composed of words deceptively familiar to others—terms like "blanket order," "main entry," or "shelflist." The professor who wants a new book and is told "we could firm-order that as a do-not-duplicate under our approval profile, but if it's a continuation it should come on standing order" is liable to give up on the library as well as the book.

Biblish

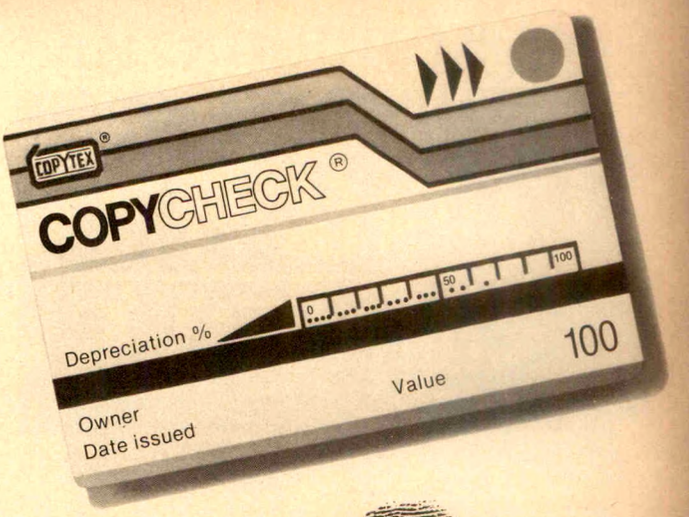
All these categories together constitute what H.H. Neville has termed "Biblish," the language of librarians.[11] But has it always been so? The journals of fifty or a hundred years ago are, if anything, more readable now than today's publications. The professional vocabulary before the age of automation was comparatively stable: the 1943 *A.L.A. Glossary of Library Terms*,[12] begun in 1926, was still in print in 1973 (and not superseded until 1983). But it does contain some entries which would give pause to a modern holistic information processor, such as "Gouge Index," "Divinity Calf," "American Russia," "Fatface," and "V Slip" (a competitor of the "P Slip," which is also included, though with a dubious etymology).

Of course, for all the confusion it can cause, Biblish does have its good side. It enables members of a group to converse effectively without inviting continual interruption from curious onlookers, an advantage it shares with the rhyming slang of the Cockney underworld. In the past, a library or one of its departments could safeguard its autonomy by suggesting, through cryptic descriptions, that any intrusion would risk interference with a complex operation better left to itself.

But library administrators and their bosses are no longer so easily put off, nor can they afford to be in a time when every dollar counts and every dollar is counted. They are increasingly concerned with how their departments function, and reluctant to accept, without question, decisions of major and prolonged impact on the library as a whole. This is especially true in technical services, at once the most costly and most easily examined area of the library.

When procedures supplant goals

There is a tendency within complex organizations to lose sight of the goals for which operational procedures have been created. When people can attain their goals only through an effort of many years, procedures established to promote such



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goals take on a life of their own. A shorthand vocabulary springs up, which simplifies daily activities but distracts people from their original objectives. (Whereas "backlog" implies a problem, for example, "on location" is neutral, with a suggestion of propriety.)

In time, the organization ceases to think about its aims, since the various interested parties have no common language with which to discuss and reconsider them. Routines become habits, and habits traditions. These traditions are reflected in the language by which they are passed on, and the language in turn perpetuates the traditions. And that is where the danger lies.

Still and all, library writing and speaking is no worse than that of other professions, and better than some (such as data processing). And the confusion the language sometimes causes can lead to fascinating and delightful encounters with those vast portions of the world which are not libraries.

A few years ago, at the annual conference of the Maryland Library Association, the exhibitors and their customers were intrigued to find that the first and largest exhibit was one displaying Sanyo brand vibrators and massagers. As librarians entered the hall, attractive young people of the opposite sex would lure them into the booth, remove their shoes, and massage their feet. This was pleasant but mysterious; the other vendors whispered about it throughout the conference until finally someone noticed the slogan on the exhibit banner:

SANYO IMPROVES YOUR CIRCULATION

Presumably Sanyo had noticed the codeword "circulation" in an index to conventions and assumed that the "M" in "MLA" stood for "Medical." The Sanyo people were obviously as puzzled by our presence as we by theirs. But how much drearier such a conference would be if there were nothing to do but listen to the presentation of papers. □

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2. Ed Neroda and Lana Bodewin, "Institutional Analysis for Professional Development," *Journal of Academic Librarianship*, 9:158, July 1983.

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5. Cited by Richard W. Boss in his presentation at the LITA/ISAS program, Los Angeles, June 25, 1983.

6. "Dual-Faceted Authority Control System" (University Park, Pa.: Pennsylvania State Unvirsity Libraries [n.d.]).

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9. Philip Schwarz, "Demand-Adjusted Shelf Availability Parameters: A Second Look," *College & Research Libraries*, 44:210, July 1983.

10. Lynne Lysiak, communication with author.

11. "Computers and the Language of Bibliographic Descriptions," *Information Processing & Management*, 17:137, 1981.

12. *A.L.A. Glossary of Library Terms*, prepared by Elizabeth H. Thompson (Chicago: American Library Association, 1943).

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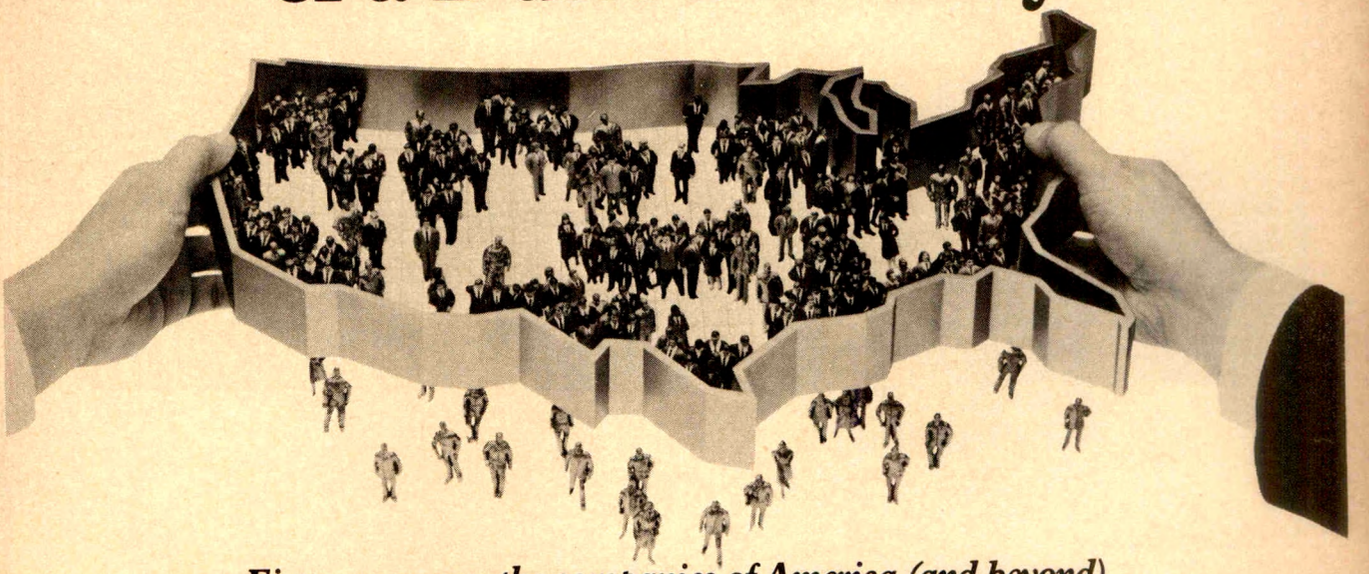

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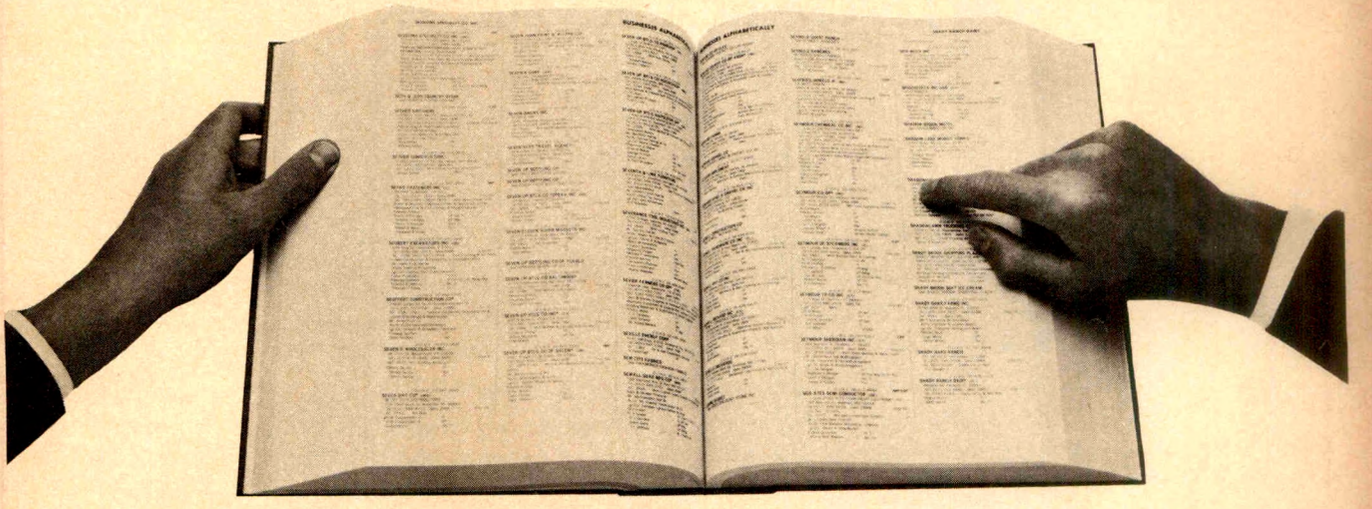

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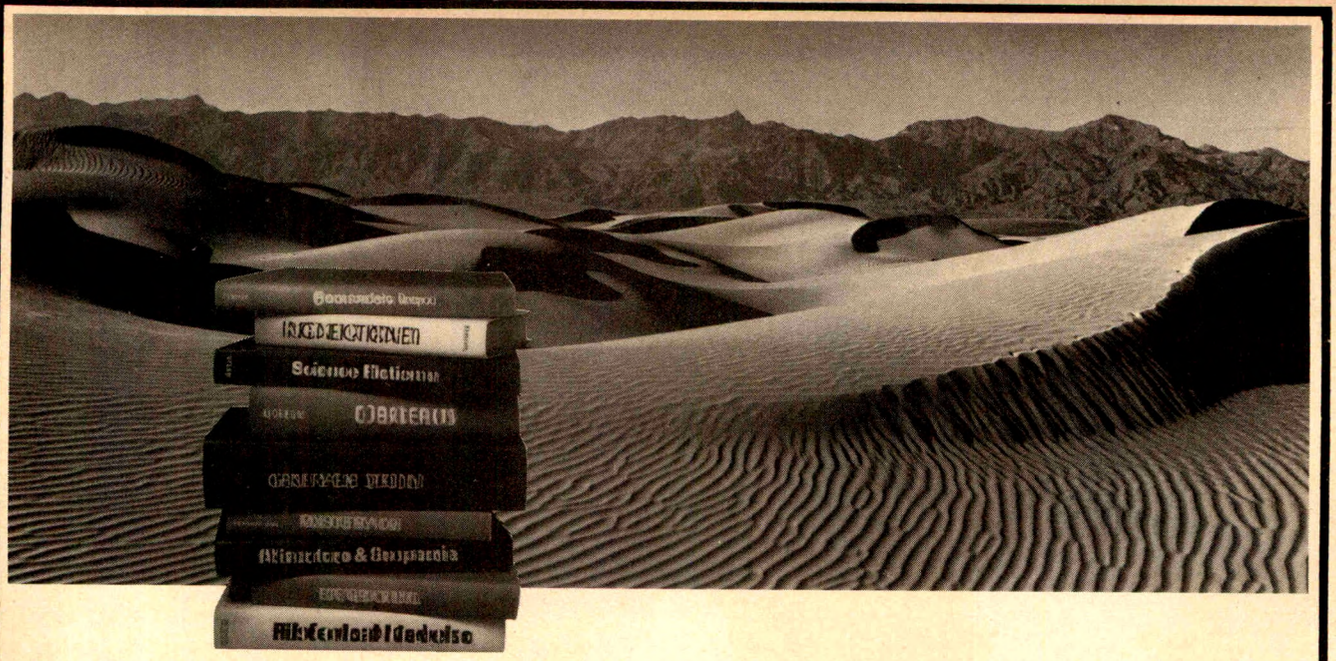

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MODERN SUBJECT ACCESS in the Online Age

by Pauline A. Cochrane

Subject access: An up-to-date definition

Subject access is the process of finding information in a *collection of items* by *matching search words* with the *vocabulary* found in the *index or catalog records* for the collection, OR by matching search words with *words found in the items* themselves or with other *related words or clues* provided in the *file* being searched. It is assumed that the information being sought is about "something" we will call a "subject."

The key terms in the above definition are access, collection of items, search words, vocabulary, index or catalog records, related words or clues, and file.

In this second lesson of the course, we will identify each of these key terms and their part in providing *subject access* in both traditional and computer-based services.

The subject access process and the records produced during indexing and cataloging are undergoing many changes due to technology. Library card catalogs and printed abstracting and indexing services are changing into online catalogs and access services. Why? Because computer generation of these products is more efficient, and it provides us with the flexibility to create new and different products and services without duplicating records already in the online files.

Unfortunately, many good features of traditional catalogs and indexes are missing in computer-based products, largely because of constraints imposed by early computer technology. Before we examine modern subject access tools, it may be helpful to refresh our memories about what was good in the older ways. Perhaps there is a way to lift the constraints and revive the "good old" features in new tools.

The older ways

1. Main features

In library card catalogs, we have for many years used the unit card system of bibliographic control with references. Fig. 1[1] shows what the unit card system provides:

1. DISPLAY of complete bibliographic information at every entry (access) point.
2. ACCESS by first word in entry only.
3. TRACING at bottom of card of all additional entries made for each item described.
4. See and see also REFERENCES (on separate cards from unit cards) pointing to access points elsewhere in the file.
5. GUIDECARDS in the file drawers to make SCANNING easy.
6. DIRECTIONAL MESSAGES about related files such as a pamphlet file or printed indexes and bibliographies.

One of the most important subject access features of the unit card system is the practice of making additional cards to direct the searcher to related headings and entries. For example, in front of or behind all the cards at the access point BOXING in a library card catalog, you can usually find another card, called a cross reference, that says:

BOXING

see also

BAG PUNCHING

Still another card directs a searcher who has accessed the file using a synonym, e.g., *fighting*. TO the heading BOXING, which is the preferred heading for the subject, i.e., where the subject has actually been indexed. Because *fighting* has several meanings, the card might direct the searcher to other access points besides BOXING:

Fighting

see

ANIMAL FIGHTING
BATTLES
BOXING
BULL-FIGHTS
DUELING
WAR

To keep track of the form of established subject headings and other access points and to trace all the references made, a library cataloger could create a "subject authority file." In this file are recorded the form and scope of subject headings, tracings of all related terms, and the subheadings used with subject terms in the public catalog.

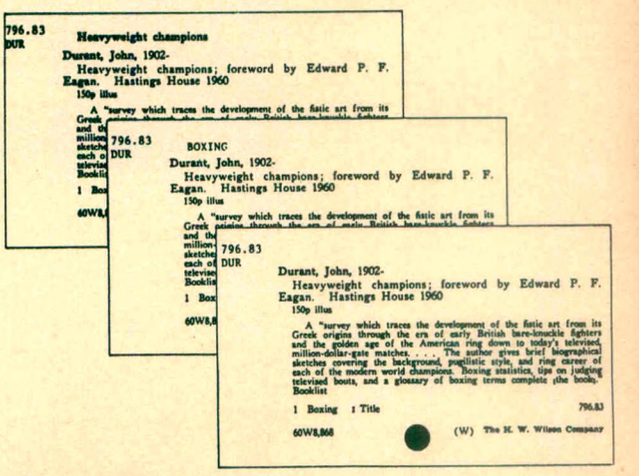

Fig. 1: The unit card system of bibliographic control

2. Problems with subject access

Over the years most libraries have given up the maintenance of subject authority files. Some have even given up typing cross reference cards and recording relationships between terms. Instead they have come to rely on the subject authority file maintained by the Library of Congress (called LCSH for *Library of Congress Subject Headings*) or the *Sears' List of Subject Headings* maintained by the H.W. Wilson Company. Perhaps because many catalogers had used the unit cards received from LC and Wilson *as is*, with few changes, *and* because they believed or were told that reference cards were not being used, the *subject access* system in card catalogs was breaking down.

Catalog users were told to use LCSH as a guide if they were having any difficulty with subject searches. But the related terms shown in LCSH for BOXING and Fighting (from the 9th ed., 1980) (Fig. 2) are inaccurate for the library that uses only the subject headings shown in col. 2 of the previous page. Fig. 2 shows all the subject authority cards catalogers might have made if they'd had time. Few librarians have marked their copies of LCSH at the public catalog to indicate which headings and references are valid in their catalog. (They may have been taught to do this in library school and the Sears' *List* has instructions for this, but the pressure of other work. . . .)

Fig. 2 shows how the *see* reference for Fighting is traced under the heading BOXING (*x* Fighting). You can also see that LC has used subdivisions with the heading, e.g.,—Accidents and injuries. As for subdivision usage, some libraries use what is on the catalog record as is; others ignore subdivisions when filing catalog cards if there are fewer than a dozen cards under the main heading. Some libraries have used only a few subdivisions for standard *forms* of works, e.g., bibliography, catalogs, etc. Here again, subject access suffers because some form subdivisions, such as Interviews, Caricatures and Cartoons, and Sermons, enhance the subject being described.

Boxing *(Indirect) (GV1115-1137)*
sa Bag punching
T'ai chi ch'üan
x Fighting
Prize-fighting
Pugilism
Savate
Sparring
xx Athletics
Hand-to-hand fighting
Self-defense
— Accidents and injuries
x Boxing—Injuries
Boxing accidents
— Injuries
See Boxing—Accidents and injuries
— Laws and regulations *(Indirect) (GV1116)*
— Rules

LCSH, 9th ed.

BOXING
sa Bag punching
x Fighting
xx Athletics

A library's subject authority card

Fighting
See Animal fighting
Battles
Boxing
Bull-fights
Cock-fighting
Combat
Dog-fighting
Dueling
Fencing
Gladiators
Military art and science
Naval art and science
Night fighting (Military science)
Street fighting (Military science)
Swordplay
Tournaments
War

LCSH, 9th ed.

Fighting
See
BOXING
BATTLES
Animal Fighting
War

A library's cross reference card in the subject authority file (related headings are added as they are established)

Fig. 2: Subject authority records for BOXING and Fighting

Although many people think of LCSH as *the* subject authority file for their catalog, it is not a complete list of all the subject headings found on LC cards. In the introduction to LCSH is a long list of headings that do not appear in LCSH and another long list of subdivisions that are standard or "free-floating" and will therefore not be printed when used at LC, unless catalogers are "tracing references," as in Fig. 2. The tracing of references is fairly complete in LCSH, even if the notation used (*x, xx, sa*) is confusing to many.

From the situation just described we might conclude that both the old ways of producing catalogs and the catalogs themselves were useful but faulty, and for some time have needed changes to improve subject access.

In printed indexes such as *The Reader's Guide to Periodical Literature* (Fig. 3a), we see many of the features found in

Family business *See* Family corporations
Family corporations
Calvin and the family firm [C. Klein assumes control of Puritan Fashions highlighting succession problems in family-owned companies] J. Alter. il por *Newsweek* 102:91 D 12 '83
Shaky about joining the family firm? S. Nelton. il *Nations Bus* 71:58-60 N '83
Widows who run the family business [black women] F. White, III. il *Ebony* 39:87-8+ N '83
Family education
See also
Parent education

(a) From *Reader's Guide to Periodical Literature*

BOYS, OJIBWE - FICTION.
Brock, Emma L., 1886- *The plaid cow.* Knopf,c1961. 80p. Five stories. 800518423 [B]
Brock, Emma L., 1886- *The plaid cow.* Knopf, 1961. 80p. Five stories. Located in Children's Historical Book Collection. 801732884 [Ref B]
The boys on the bus. Crouse, Timothy. Random House,1973. 383p. "Based upon an article that originally appeared in Rolling stone...October 12, 1972." Includes unpaged photos. PARTIAL CONTENTS: Covering Nixon's campaign. Agnew's campaign. Watergate.-Covering McGovern's campaign. 801334412 [329.02373C]
BOYS, OVERWEIGHT. see **Overweight boys.**
A boy's own story. White, Edmund, 1940- E. P. Dutton, copyright 1982. 217p. 803774745 [F]

(b) From the Hennepin County (Minn.) library catalog, 13th ed.

Fig. 3: Entries in a printed index (a) and a library catalog (b)

catalogs: full bibliographic information at each entry point, access via cross references, and subheadings. Some library catalogs produced in book form by computer look more like printed indexes than catalog/unit card systems because of the variations in typography offered by computer-based photocomposition (see Fig. 3b). A noticeable difference in such indexes and catalogs is the omission of tracings. But the Hennepin County (Minn.) Library book-form catalog (Fig. 3b) has kept many of the good features of catalogs and added features that increase ease of use and scanning. Notice the type variation in call numbers and notes.

Index publishers such as the H.W. Wilson Company, Information Access Corporation, and Public Affairs Information Service have tried to use subject index vocabularies similar to LCSH, the de facto standard used by the library world. But these index publishers and many others in the abstracting and indexing community have nevertheless strayed from LCSH; they felt it was not well suited to the literature they were covering, and they wanted to adopt other index

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vocabulary styles. Because these indexes were unable to stay compatible with LCSH, problems with subject access have been greatly aggravated.

Figure 4 is an example of how two vocabularies at the Library of Congress itself have drifted apart after 15 years. The Legislative Indexing Vocabulary (LIV) was started from LCSH. Although many of the headings are identical, references to related headings are different. LIV has adopted the idea of a thesaurus and now shows the relationships between terms with the notation BT (broader term), NT (narrower term), RT (related term), and UF (use for).

Anti-submarine warfare	**Antisubmarine warfare**
sa Depth charges	NT Naval mines
Destroyer escorts	Submarine detection
Destroyers (Warships)	BT Maritime operations
Frigates	Naval aviation
Mines, Submarine	Naval science
Sonar	Submarines
Submarine chasers	War
Submarine warfare	RT Antisubmarine aircraft
x ASW	Destroyers
xx Aeronautics, Military	Naval mine warfare
Destroyers (Warships)	Submarine warfare
Submarine warfare	
Antimissile missiles	**Antimissile missiles**
x ABM (Antiballistic missiles)	UF ABM (Antiballistic missiles)
Antiballistic missiles	Antiballistic missiles
xx Air defenses, Military	NT Safeguard ABM system
Antiaircraft missiles	Sentinel ABM system
Guided missiles	BT Air defenses
	Guided missiles
	RT Surface-to-air missiles

Fig. 4: Comparison of Library of Congress Subject Headings and the Legislative Indexing Vocabulary

Many users find this notation less confusing than *x*, *xx*, *sa*. We can see in Fig. 4 how these two notations signify the same relations in different ways. The concept of hierarchy is easier to follow with the BT-NT notation (compare Guided Missiles), and items listed twice in LCSH as *sa* and *xx* (for example, submarine warfare) are listed only once in the legislative thesaurus as RT.

* * *

The online environment

1. New methods of subject access

Over the years criticism about LCSH has mounted.[2] However, the criticism from the library community has not been well focused and was ineffectual until findings from online catalog use studies revealed the problems users have with subject access.[3] The most severe problem appears to be "finding related words." The lack of cross reference structure in the file and the disuse of the printed LCSH beside the catalog are now seen by many to be the focal points for improving subject access. Many have compared subject access in online catalogs with what has been going on in online retrieval systems, such as ERIC on DIALOG, BRS, and ORBIT, and find most online catalogs wanting.

As more and more index publishers and libraries use computers to print catalogs or produce online catalogs, the use of pre-formed strings of subject headings (main heading plus subdivisions) with access only by the first word has also come into question. This feature, which we listed among the otherwise good features of traditional catalogs and printed indexes, has received the most criticism and is easiest for any computer-based system to "fix."

Consider, for example, the concept *Islam*. It is represented in LCSH by more than 200 subject headings, but only a small portion of them can be found by checking under ISLAM and its related terms or under any other terms in the alphabetical vicinity. Fig. 5 shows a portion of the tracing in LCSH for the

Islam *(Indirect) (BP1-223)*
Here are entered works on the religion of which Muhammad is the prophet. Works on the community of believers in this religion are entered under Muslims. Works on the cultural system or civilization erected on the foundations of this religion are entered under Civilization, Islamic. Works on the group of countries in which the majority of the people are Muslims or in which Islam is the established religion are entered under Islamic countries.
sa Caliphate
Dervishes
Imamate
Jerusalem in Islam
al-Jum'ah
Koran
Love (Islam)
Mahdism
Mihna
Modesty (Islam)
Muslim saints
Muslims
Palestine in Islam
Prophets, Pre-Islamic
Sex and Islam
Temperance and Islam
War and Islam
special headings with Islam *added in parentheses, e.g.* Angels (Islam); *and subdivision* Islam *under special topics, e.g.* Marriage—Islam; *also headings beginning with the words* Islamic *and* Muslim
x Islamism
Mohammedanism
Muhammadanism
Muslimism
Mussulmanism
xx Religions
— 1800-
— 20th century *(BP163)*
— Apologetic works *(BP170)*
x Apologetics, Islamic
Apologetics, Muslim
Islamic apologetics
Muslim apologetics
— Appreciation *(BP163)*
— Asceticism

Fig. 5: A portion of Library of Congress Subject Headings for the term *Islam* (from LCSH, 9th ed.)

references to *Islam* under other access points. Fig. 6 shows how a computer-based catalog can provide access in a browsing index list to every access point of a particular subject, whether it be in a heading or subdivision—all of this without LCSH.

Such a list of 250+ headings, which comes from the tracing on catalog records, is a mixed blessing. It does not show which are broader terms or narrower terms; it does not lead you to related headings (*sa* references) which do not have the word ISLAM in the access point (as LCSH does in Fig. 5); and it may exhaust the user's energy before the best headings are listed. For instance, in Fig. 6, the word ISLAM and its subheadings begin at line 38.

Given the criticisms raised against LCSH and the flexibility now available for improving subject access via the computer, it is exciting to see experimentation and variation in the design of online catalogs and access services. A number of articles and books document these developments.[4] Let's itemize some

```
User: BROWSE SU ISLAM
      Browse request:  BROWSE SU ISLAM
      Browse result:   254 subject headings found in the subject index

      1. Authority (Islam)
      2. Bibliography -- Bibliography -- Islam
      3. Birth control -- Religious aspects -- Islam
      4. Birth control -- Religious aspects -- Islam -- Congresses
      5. Blasphemy (Islam)
      6. Christianity and other relgions -- Islam
      7. Christianity and other religions -- Islam
      8. Christianity and other religions -- Islam -- Addresses, essays, lectures
      9. Christianity and other religions -- Islam -- Bibliography
      10. Christianity and other religions -- Islam -- History
      11. Christianty and other religions -- Islam
      12. Civilization, Islam
      13. Classification -- Books -- Islam
      14. Communism and Islam
       .
       .
       .
      37. Islam
      38. Islam (The Arabic word)
      39. Islam -- Addresses, essays, lectures
      40. Islam -- Africa
      41. Islam -- Africa -- Addresses, essays, lectures
```

Fig. 6: Browsing in an online subject index list
(lists every heading containing word *Islam;* note filing arrangement)

of the variations that can influence subject access:

1. The layouts of catalog and index records no longer follow the unit record system of old. At some access points, or for some online displays, only partial records are shown (Fig. 7).

2. Items retrieved online are displayed in sequences one would not expect, e.g., by accession number, or by date (Fig. 7).

3. Displays do not always include the information needed to assess the relevance of the item(s) retrieved. A title may be ambiguous, with no other information provided to relate it to a subject (see item 3 in Fig. 7).

4. Cross references and directional notes are sometimes missing.

5. New subject access information may be provided, such as the relationship between subject headings and classification numbers.

6. Many systems feature display of the relationship between old subject headings and their replacements, as well as the automatic retrieval of catalog records containing the old or the new heading, regardless of which one was used in the search (Fig. 8).

7. Additional terms can be chosen from the online display of the subject authority file by merely selecting lines from the display. In Fig. 8, the user could type EXPN T1, T13, etc.

2. Progress and challenges

Not all the variations from the unit card system and printed indexes are improvements. Perhaps the designers of online systems were constrained in some way or were led to believe that parts of the old catalog were not essential. Happily, for whatever reason, the missing references and directional notes are finding their way back into online catalogs. During the redesign stage systems are becoming more user friendly,[5] through online user aids, prompts, clearer displays, and more options for record displays.

Some wonderful things have been done to create greater access to the content of catalog and index records. Many systems allow access to *every word* in a record. This is often called "keyword" or "free text" searching. You might consider this a blessing until you wade through "too many results" and find no easy way to reduce false matches.

```
User:  BRWS ISLAM--CONTROVERSIAL LITERATURE
       BRWS TERM FILE:LIBRARYC; ENTRY TERM:ISLAM--CONTROVERSIAL LITERATURE--
       B01 ISLAM--CHINA--HISTORY//(INDX=1)
       B02 ISLAM--COLLECTED WORKS//(INDX=9)
       B03 ISLAM--COLLECTIONS//(INDX=1)
       B04 ISLAM--CONGRESSES//(INDX=12)
       B05 ISLAM--CONGRESSES--HISTORY//(INDX=1)
       B06+ISLAM--CONTROVERSIAL LITERATURE//(INDX=9)
       B07 ISLAM--CONTROVERSIAL LITERATURE--ADDRESSE//(INDX=1)
       B08 ISLAM--DICTIONARIES//(INDX=6)
       B09 ISLAM--DICTIONARIES--ARABIC//(INDX=2)
       B10 ISLAM--DICTIONARIES--MALAY//(INDX=2)
       READY FOR NEW COMMAND (FOR NEXT PAGE, XMIT ONLY):
User:  R B6
SET  3        9: RETR INDX/ISLAM --CONTROVERSIAL LITERATURE
READY FOR NEW COMMAND
DISPLAY 3
FILE:LIBRARYC; TITLE/LINE--SET 3                                ITEMS 1-3 OF 9
1. 70-97135:MARTIN, MALACHI.  THE ENCOUNTER.  NEW YORK, FARRAR, STRAUS AND
     GIROUX, 1970, C1969.  XVI, 488 P, 22CM.
     LC CALL NUMBER:  BM585 .M365
2. 73-157725:JONES, LEWIS BEVAN.  THE PEOPLE OF THE MOSQUE.  CALCUTTA,
     ASSOCIATION PRESS, Y.M.C.A, 1932.  XIII, 355 P, 19 CM.
     LC CALL NUMBER: CP161 .J6 1932B
3. 75-546281:NOSOWSKI, JERZY.  POLSKA LITERATURA POLEMICZNO-ANTYISLAMISTYCZNA
     XVI, XVII I XVIII W.  WARSZAWA, AKADEMIA TEOLOGII KATOLICKIEJ, 1974-.  V.
     , 25 CM.
     LC CALL NUMBER:  DR479.P7 N67
READY FOR NEW COMMAND OR NEW ITEM NBR (FOR NEXT PAGE, XMIT ONLY):
```

Fig. 7: Browsing in a subject index file; selecting a term (see circled area); and displaying records relating to that term

```
expn negroes                                          (expn = expand)
LIVT IS THE SOURCE FOR THE EXPN COMMAND:
SET  9          103: SLCT BUCK/NEGROES
SET 10           21: SLCT INDX/NEGROES
SET 11        3,018: SLCT BUCK/BLACKS
SET 12          463: SLCT INDX/BLACKS
NEGROES
       (The term Negroes and terms beginning with the word Negro were
       discontinued December 1976.  For later materials.....)
    Use BLACKS
BLACKS
       (This term used beginning January 1977.  Earlier materials can be
       found under the term Negroes and under terms beginning with the word
       Negro.  This term may be geographically subdivided as required, e.g.
       Blacks--U.S., Blacks--Puerto Rico, etc.)
    Used for:
       African Americans
       Afro-Americans
       American Negroes
       Black Americans
       Colored people (U.S.)
       Ethnic groups in the U.S.
       Negroes
    Narrower terms:
T01    BLACKS AND CRIME
T02    BLACKS IN MASS MEDIA
T03    BLACKS IN MEDICINE
T04    BLACKS IN POLITICS
T05    BLACKS IN RURAL AREAS
       :
T10    RACE PROBLEMS
       see also terms beginning with the word Black
    Broader terms:
T11    RACES
    Related terms:
T12    APARTHEID
T13    CIVIL RIGHTS
```

Fig. 8: Searching in an online file with an outdated subject term

In LC's SCORPIO (shown here), there is automatic retrieval of records containing either outdated or new terms (see sets 1, 2, 3, and 4 at top) because old and new terms are related in the online subject thesaurus.

Responding to this frequent complaint about online searching (see references in footnote 3), some online services have "reloaded" their files and redesigned records, index lists, and retrieval features to help the searcher increase or decrease results more easily and accurately. For example, the popular browse index list (shown in Fig. 6) can alert searchers to check in the subject thesaurus besides going on to retrieve records (see Fig. 9, p. 150). By a simple command, they can view the subject thesaurus and add terms to their search strategy or revise their search completely by using narrower terms. Fig. 9 shows this capability through several search steps using the EXPN command in the SCORPIO (Subject-Content-Oriented Retriever for Processing Information Online) system at the Library of Congress.

The records found in the search in Fig. 9 are shown in Fig. 10, six in brief and one in full to show the subject index record that retrieved the bibliographic record. Although these records come from a special index file created for Congress by the Congressional Research Service (LIV, or Legislative Indexing Vocabulary thesaurus), they are searchable on SCORPIO, as is the Library of Congress Computer Catalog (i.e., catalog records for monographs, serials, maps, etc.) Eventually these files will be accessed *together* and LIV and LCSH can both be displayed online. The merger shown in Fig. 3 of the first part of this course (*AL*, Feb., p. 83) may become a reality at LC. Will other libraries follow?

Several online access services allow searching by classification or category number. This is often a useful and quick way to get to most of the relevant items on a subject.

You will notice from the examples in this lesson that subject access can be a complicated process. We would surely find that searchers' routes to information are sometimes strange and wonderful if we could but watch as they search. A team from OCLC did just that recently.[6] *(cont. on p. 150)*

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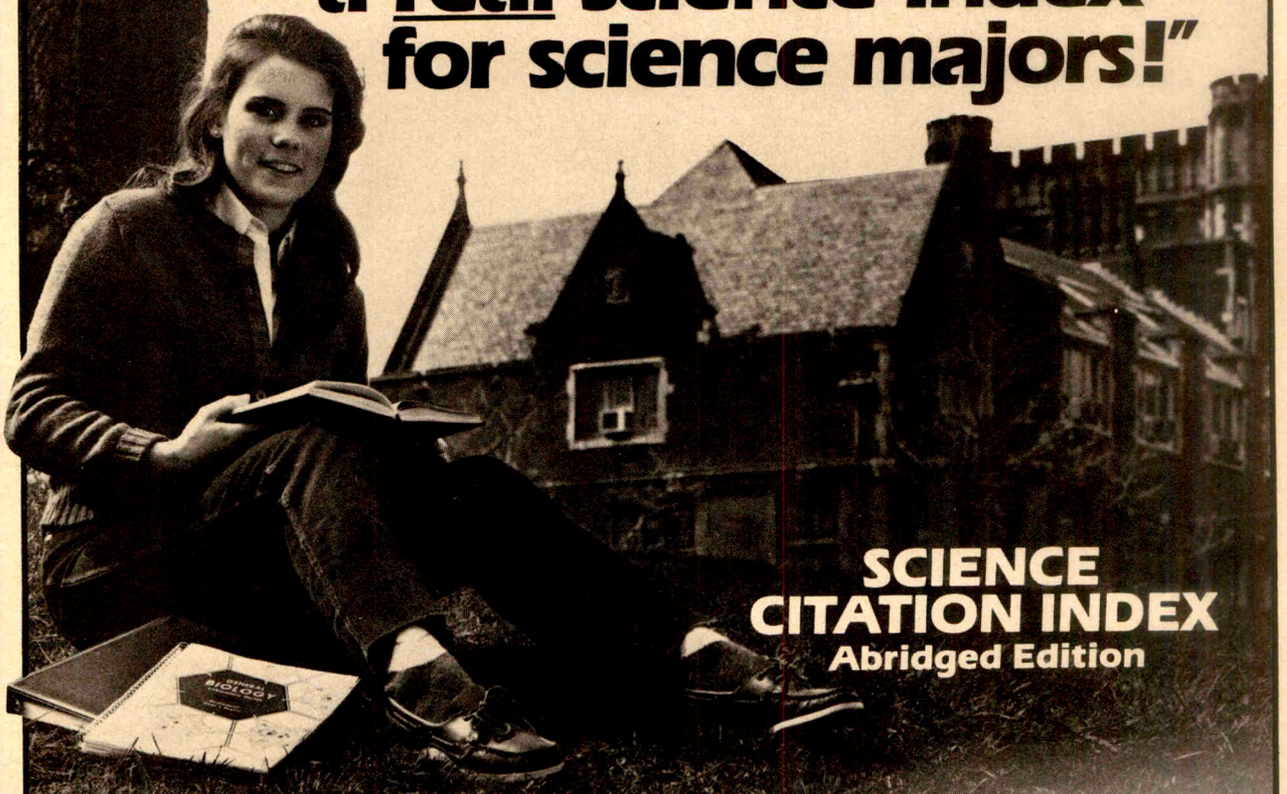

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(A) Begin search by browsing

```
b islam

BRWS TERM FILE:BIBL; ENTRY TERM: ISLAM
B01 ISHIZMUI, KANJI.//(AUTH=1)
B02 ISIADINSO, O. A.//(AUTH=1)
B03 ISICHEI, AUGUSTINE O.//(AUTH=1)
B04 ISIKOFF, MICHAEL.//(AUTH=3)
B05 ISKOWE, DAVID S.//(AUTH=1)
B06+ISLAM//(INDX=405; LIVT)
B07 ISLAM & THE WEST//(TITL=1)
B08 ISLAM AGAINST THE WEST//(TITL=1)
B09 ISLAM AND APPEAL//(TITL=1)
```

(B) Select term and display subject thesaurus

```
expn b6

LIVT IS THE SOURCE FOR THE EXPN COMMAND:
SET 13          405: SLCT INDX/ISLAM

ISLAM
     Used for:
        Mohammedanism
     Narrower terms:
T01     MUSLIMS
     Broader terms:
T02     RELIGIONS
```

(C) Select narrower term

```
expn t1

LIVT IS THE SOURCE FOR THE EXPN COMMAND:
SET 14          100: SLCT INDX/MUSLIMS

MUSLIMS
     Used for:
        Mohammedans
        Moslems
     Broader terms:
T01     ISLAM
```

(D) Select broader term

```
expn religions

LIVT IS THE SOURCE FOR THE EXPN COMMAND:
SET 16           33: SLCT INDX/RELIGIONS

RELIGIONS
     Narrower terms:
T01     BUDDHISM
T02     CHRISTIANITY
T03     ISLAM
T04     JUDAISM
     Broader terms:
T05     CIVILIZATION
     Related terms:
T06     RELIGION
```

(E) Select related term and find new terms to modify original search

```
expn religion

LIVT IS THE SOURCE FOR THE EXPN COMMAND:
SET 17       2,512: SLCT BUCK/RELIGION
SET 18          75: SLCT INDX/RELIGION
SET 19           2: SLCT TITL/RELIGION

RELIGION
     Narrower terms:
T01     CULTS
T02     RELIGION AND MEDICINE
T03     RELIGION AND POLITICS
T04     RELIGION AND SCIENCE
T05     SUPERSTITION
T06     WOMEN AND RELIGION
s t6
SET 20    51: SLCT INDX/WOMEN AND RELIGION
```

(F) Combine two sets of records

```
c 13 and 20

SET 21           8: COMB 13 AND 20
```

Fig. 9: Subject searching in an online system

```
FILE:BIBL; TITLE/LINE--SET 21                                  ITEMS 1-6 OF 8
1. LRS77-22930: Women, saints, and sanctuaries./ Signs, v. 3, autumn 1977:
     101-112.
  (AUTH=Mernissi, Fatima.)
2. LRS80-1539: The feminist revolution of Jihan Sadat./ New York times
     magazine, Mar. 16, 1980: 21-22, 26, 30, 32-37.
  (AUTH=Tolchin, Susan.)
3. LRS80-13084: Women in Islam./ Swiss review of world affairs, v. 30, Oct.
     1980: 8-14.
  (AUTH=Hottinger, Arnold.)
4. LRS80-17292: Islam and women: some reflections on the experience of Iran./
     Journal of South Asian and Middle Eastern studies, v. 4, winter 1980:
     10-26.
  (AUTH=Benard, Cheryl.)
5. LRS81-10855: The role of woman as agents of change and development in
     Pakistan./ Human rights quarterly, v. 3, summer 1981: 68-75.
  (AUTH=Hasan, Rafia.)
6. LRS83-9469: Tradition bound./ Boston globe magazine, Aug. 21, 1983: 12,
     52-54, 56, 58.
  (AUTH=Schlein, Lisa Rolland.)
READY FOR NEW COMMAND OR NEW ITEM NBR

d 21/item 1

LRS77-22930    ITEM 1 OF 8 IN SET 21                              (BIBL)
Mernissi, Fatima.
  Women, saints, and sanctuaries.  Signs, v. 3, autumn 1977: 101-112.
    Examines how North African women utilize the sanctuaries of Islamic
  saints, who are often "antiestablishment, antipatriarchal mythical figures,"
  as places to "adjust to the oppression of the system" by allowing and
  encouraging complaint and verbal vituperations.

Match search terms
  DESCRIPTORS (INDX):
    Women and religion--North Africa
    Islam--North Africa
    Sex role
  PROFILE TERMS (BUCK):
    Middle East
    Religion
    Women
```

Fig: 10: Display of records from SCORPIO BIBL (bibliographic citation) file resulting from search in Fig. 9

We are now beginning to examine the subject searching process in online catalogs and access services by using protocol analysis, transaction logs, and the like.[7]

The recent Council on Library Resources survey[8] is only the first of many studies of online catalog users. The more we observe these users the more we know we must improve subject access in our libraries, be it through the online catalog, at the printed index, or at the old card catalog. The next lessons will summarize expert opinion and suggestions about the role of the Library of Congress in improving subject access. Later, we will present some thoughts on how present and future technologies may change subject access still more. □

Notes

1. Hagler, Ronald and Peter Simmons, *The Bibliographic Record and Information Technology*. Chicago: American Library Association, 1982.

2. Kirtland, Monika and Pauline Atherton, *Critical Views of LCSH: A Bibliographic and Bibliometric Essay*. An ERIC/IR Information Analysis Product, 1980.

3. Markey, Karen, "Thus Spake the OPAC User," *Information Technology and Libraries* 2 (December 1983) 381 – 387, especially p. 384 on LCSH.

Matthews, Joseph R., Gary S. Lawrence, and Douglas K. Ferguson, eds., *Using Online Catalogs: A Nationwide Study*. New York: Neal-Schuman, 1983.

Salmon, Stephen R., "Characteristics of Online Public Catalogs," *Library Resources and Technical Services*, 27 (January/March 1983), 36 – 37.

Markey, Karen, *Online Catalog Use: Results of Surveys and Focus Group Interviews in Several Libraries*. Final report to the Council on Library Resources, v.2. Dublin, Ohio: OCLC, March 1983.

4. To mention only two, see:
Hildreth, Charles, *Online Public Access Catalogs: The User Interface*. Dublin, Ohio: OCLC, 1982.

Meadow, Charles and Pauline Cochrane, *Basics of Online Searching*. Wiley, 1981.

5. Hildreth, Charles R., "Pursuing the Ideal: First and Second Generation Online Public Access Catalogs." Paper presented at the LITA/RTSD preconference entitled "Online Catalogs, Online Reference: Converging Trends," Los Angeles, June 23, 1983.

6. Markey, Karen L., *The Process of Subject Searching in the Library Catalog*. Dublin, Ohio: OCLC, 1983. OCLC Research Report, OCLC /OPR/RR – 83/D. Ed. 231 – 390.

7. Cochrane, Pauline and Karen Markey, "Catalog User Studies Before and After OPACs," *International Journal of Research in Library and Information Science* (January 1984).

8. See reference 3.

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COORD. OF BIBL. CNTRL. Resp. for the activ. of the Div. of Bibl. Cntrl. & for the cont'd. dvpt. of the LAMBDA online catalog proj.; liaison activ. w/OCLC/SOLINET; advises & assts. the dir. of libs. in the assessment & dvpt. of future autom. systems. Supervises 2 prof. catlgrs. & a cadre of support staff & students. Serves on dir.'s exec. council & on autom. task force & other in-house & universitywide committees as assigned. Min. 5 yrs.' prof. exp. in various aspects of tech. svc. w/min. 3 yrs.' exp. in cataloging. Exp. in staff supvsn. req. Exp. in wkg. w/a local univ. computer ctr. & w/a reg'l. netwk. highly des. Evidence of strong communication skills req. Exp. w/an online pub. catalog highly des. Evid. of prof. involvement highly des. w/interest in research & publication des. Sal. negotiable, but $20,000 min. Exc. fringe ben. Ltr. of appl., resume, names & ph. nos. of 3 ref. by April 15 to: Edward Garten, Dir. of Libs., Tennessee Tech U., Box 5066, Cookeville, TN 38505. EEO, AA employer. Appl. by minorities encouraged.

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Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10. For Positions Wanted, box numbers are free-of-charge.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number **within 2 weeks of placement of advertising.** Later receipt will result in incomplete billing.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Ads by Phone

The following applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

1) Telephoned copy will be accepted **only at the discretion of the LEADS editor,** depending on time available.
2) **A surcharge** of $5 total for line-by-line and $10 total for displays will be charged for all accepted telephone ads.
3) All accepted telephone ads **must be followed by written confirmation, including full text of the ad,** within two weeks.

Late Job Notices

As space permits, Late Jobs are taken after the general copy deadline has passed. **By phone only, beginning 10th of the month.** $10/line. ALA institutional members 10% off. See complete instructions in section.

Consumer Classies

Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) $5/line; **multiple insertion discounts on total cost:** 2–5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

Address

Place all notices with Beverly Goldberg, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; (312) 944-6780 x326.

JOBLINES

Joblines will appear in full on a quarterly basis—February, May, July/August, and November—and in abbreviated form the rest of the year. Space saved will be devoted to expanded Positions Open listings.

For complete Jobline information: February *AL* page 89.

ASIS, (202) 659-1737; **ACRL,** (312) 944-6795; **Ariz.,** (602) 278-1327; **Br. Columbia,** (604) 263-0014; **Calif.,** (916) 443-1222 or (213) 629-5627; **CMLEA,** (415) 697-8832; **San Andreas-S.F. Bay/SLA,** (415) 339-9541; **S. Calif./SLA,** (818) 795-2145; **Colo.,** (303) 866-2210; **Conn.,** (203) 727-9675; **(D.C.) Metro. Wash.,** (202) 223-2272; **Del.,** call N.J. or Pa.; **Fla.,** (904) 488-5232; **Ill.,** (312) 828-0930; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Md.,** (301) 685-5760; **Midwest,** (517) 487-5617; **Mo.,** (314) 449-4627; **Mountain Plains,** (605) 624-2511; **Nebr.,** (402) 471-2045; **New Eng.,** (617) 738-3148; **N.J.,** (609) 695-2121; **N.Y.,** (212) 227-8483; **N.Y./SLA,** (212) 753-7247; **N.C.,** (919) 733-6410; **Okla.,** (405) 521-4202; **Ore.,** (503) 585-2232; **PNLA,** (206) 543-2890; **Pa.,** (717) 234-4646; **R.I./SRRT,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C., Univ. of,** (803) 777-8443; **Tex.,** (512) 475-0408; **Va.,** (804) 355-0384; **W. Va.,** call Pa. Coop. Job Hotline; **VA Lib. Network,** (202) 389-2820.

POSITIONS WANTED

ENTRY-LEVEL POSITION WANTED. ALA-MLS, BA in History/Psychology/Anthropology, currently working on MA in Middle Eastern Studies, reference and teaching experience, read and speak Hebrew, standard proficiency in German and Latin. Please reply to: Box B-848-W.

AVAILABLE IMMEDIATELY FOR ENTRY-LEVEL POSITION in college or special library. Trained in both technical services and reference skills. ALA-MS degree plus 2½ yrs.' pre-professional experience. Contact L. Corbo, 1310 Washburn St., Scranton, PA 18504; 717-347-8924.

APRIL 1984 GRADUATE (MLS/ALA-accredited) seeks entry-level position. Will Relocate. Experience: Bibliographic Instruction, Cataloging, Reference Work in Academic Libraries, Medical Library Operations, OCLC ILL subsystem. Coursework: Information Science, Government Documents, Computer Searching (DIALOG). Reply to: Blake Viele, 3619 College Park Circle #1, Tampa, FL 33612 for Resume.

CHALLENGING POSITION IN ANY TYPE OF LIBRARY wanted by PhD in Latin with a master's of library science. I am willing to relocate anywhere including overseas. Write Gilbert Boutroix, 4052 Euclid Ave., San Diego, CA 92105; 619-563-0176.

REFERENCE POSITION/ILL POSITION (ENTRY-LEVEL) wanted in Academic or large automated Public Library in Midwest. BS—1976 Art Major; MLS—1982; MS in Information Science—April 1984. ALA-accredited at Western Michigan University. 2 yrs.' public library experience. Solid reference background. On-line Search experience with DIALOG and ORBIT. Computer experience with CLSI, Apple IIe, and DPL. Reply to: Paula K. Weessies, 7098 Kevin Ct., Hudsonville, MI 49426; 616-669-1492.

ENTRY-LEVEL CATALOG OR REFERENCE position wanted in University or College library. MLS from ALA-accredited. Southwest or West preferred. Experience with OCLC, some experience in library school library. Contact: Cathy Haines, 2007 Betz, Lot 30-D, Bellevue, NE 68005.

POSITIONS OPEN

ACADEMIC LIBRARY

Acquisitions, asst. head. Entry-level position. Assist department head in training and supervision of 5-member searching unit, vendor assignments, encumberance monitoring, and claiming. Responsible for department in absence of the department head. Qualifications: MLS from program accredited by ALA or its equivalent. Working knowledge of one or more foreign languages (Spanish, German, or French). Some experience with OCLC or other online system highly desirable. Appointment will be at Librarian I level. Minimum salary $16,000. Liberal benefits including tuition exemption and 22 days' vacation. 12-mo. academic appointment. Position available immediately. **Closing date for applications April 1.** Please forward resume and names, addresses, and phone numbers of 3 references to: Kate Maniscalco, Administrative Assistant, **Tulane University Libraries, New Orleans, LA 70118.** An equal-opportunity, affirmative-action employer.

Acquisitions librarian. The University of Arizona Library is seeking a librarian to supervise bibliographic searching and take part in other acquisitions activities, including collection development in the social sciences or humanities. The person selected will report to the head acquisitions librarian and will supervise students and help to organize the flow of orders through the acquisitions department. Qualifications for the position include a degree from an ALA-accredited library school and a reading knowledge of one or more European languages. Knowledge of bibliographic tools and the ability to organize the work of others are essential. Preference will be given to candidates with acquisitions experience. Professional librarians at the University of Arizona are academic professionals with voting faculty status, have 22 days per year of paid vacation, 12 days of sick leave, and a standard academic package of holidays and other fringe benefits. The beginning salary is $16,500; a higher salary is negotiable based on qualifications. **Deadline for applications is April 15.** Send inquiries and resumes, including at least 3 references, to: W. David Laird, University Librarian, **University of Arizona, Tucson, AZ 85721.** The University of Arizona is an EEO, AA employer.

Assistant catalog librarian (annual, non-tenure-track appointment, renewable up to 3 yrs.). Available July 1. Performs cataloging in all subject areas; limited work with serials and retrospective conversion project. Possible assignment up to 10 hrs. per mo. at main information desk. Requirements: ALA-MLS; working knowledge of OCLC, AACR2, Dewey, and LC classifications; demonstrated ability to communicate effectively with faculty, students, and co-workers. Preference given to candidates with one or more yrs.' cataloging experience using OCLC. Minimum salary $15,600. 12-mo. appointment with standard benefits. **Application deadline is April 20,** or until suitable applicant is hired. Send resume, academic credentials, and 3 current letters of recommendation to: Wendy Klosterman, **Briggs Library, South Dakota State University, Brookings, SD 57007-1098.** An AA, EEO employer.

Assistant director of libraries for personnel services: new position. Search reopened. Responsible for determining personnel needs of the libraries and recruiting, orienting, training, and developing staff. Recommends compensation and classification for positions. Serves as ombudsperson for staff. Requires techniques and principles of motivation, leadership, communication, and effective interviewing skills, and the ability to relate to people and render sensitive guidance in human problems. Master's degree in personnel management, counseling, or related field, and experience required. ALA-MLS and academic library experience preferred. Salary: $26,500 minimum for 12 mos. Liberal benefits. **Applicants should submit a cover letter, resume, and 3 applicable reference letters by April 10** to: Peggy Tooker, Chair, Search Committee, **Texas Tech University Libraries, Lubbock, TX 79409-0002.** EEO, AA employer.

Assistant head of acquisitions, serials department. Responsible for assisting in the administration and supervision of a combined department of 20.5 FTE, with major emphasis on quality control of serials. ALA-accredited MLS and 2 or more yrs.' professional experience in serials acquisition and control with some serials cataloging experience desired. Supervisory experience and knowledge of computer-based record systems desirable. Salary $17,000 minimum depending on qualifications and experience. 12-mo., tenure-track, TIAA/CREF, 22 days' annual leave, many other fringe benefits. Position available immediately. **Application deadline March 15** or until a suitable candidate is found. Send application and resume with names, addresses, and phone numbers of 3 references to: John A. Harrison, Director of Libraries, **University of Arkansas, Fayetteville, AR 72701.** An equal-opportunity, affirmative-action employer, welcomes applications from all qualified individuals.

Assistant university librarian—technical service. University of Arizona Library. The assistant university librarian has administrative responsibility for the 4 technical services departments (acquisitions, catalog, loan, and serials), and is a member of the administrative group. Technical services employs 22 professional librarians and more than 80 FTE clericals and other support staff. The library's annual acquisition budget exceeds $3 million, and the library adds more than 80,000 volumes per year and participates in OCLC as the 2nd-largest contributor in the Southwest. Required: ALA-accredited degree and 5 yrs.' professional library experience in a large academic library, 3 or more yrs. of such experience in a supervisory or administrative position in technical services. Experience with automated library services will be given special consideration. Professional librarians at the University of Arizona have academic professional status, are voting members of the faculty, and have 12-mo. appointments with 22 days of paid vacation, 12 days of sick leave, and 10 holidays annually. The minimum salary for this position is $35,000. A higher salary can be negotiated depending on qualifications. **Deadline for applications is May 1.** Send inquiries and resume, listing at least 3 references, to: W. David Laird, University Librarian, **University of Arizona, Tucson, AZ 85721.** The University of Arizona is an EEO, AA employer.

Associate director. The Vanderbilt University Library seeks an associate director. The associate director will have responsibility for operation of the library system, including the evaluation of programs and services, stewardship of the budget, and leadership in the implementation of systemwide policies. The associate director will work with the director in representing the library to the administration of the university. We expect to hire a person with substantial professional experience in a large academic or research library and with a proven record of creative leadership. We prefer a person of broad background, reflecting interest in the goals of scholarship and research. The associate director should be professionally active. The salary will be at least $40,000 and depend on qualifications. Vanderbilt University Library serves a scholarly community of over 10,000 students and faculty in 10 schools with a collection of over 1.5 million volumes and a staff of 175 persons. The library is organized into divisions with strong attachments to individual schools. The director and associate director work with the provost in balancing the university interest in the library with the concerns of the individual schools. **Qualified persons should send a resume and names of references by March 17** to: Malcolm Getz, Director, **Vanderbilt University Library, 419 21st Ave. S., Nashville, TN 37240-0007.** Vanderbilt is an equal-opportunity, affirmative-action employer.

Audiovisual and catalog librarian, instructor of library science. Concordia College, a 2,500-student, liberal arts college affiliated with the American Lutheran church, has tenure-track, 11-mo. position responsible for operation of AV department and cataloging of acquisitions into LC library collection using OCLC. Requirements: ALA-accredited graduate degree, training or experience with AV/TV equipment, OCLC, AACR2, and LC classification. Salary from $17,000 depending on qualifications and experience. **Application deadline: April 15.** Send letter of application, resume, and 3 letters of recommendation to: Verlyn D. Anderson, Library Director, **Carl**

University Librarian
University of Southern California

The University of Southern California invites applications and nominations for the position of university librarian. USC is a private, urban university with approximately 25,000 national and international students in undergraduate, graduate, and professional disciplines. The university librarian is the chief administrative officer for a library system consisting of Doheny Main Library and 11 branches, with 5 independent libraries, and reports to the provost. The university librarian is a member of the Council of Deans. The aggregate holdings total in excess of 2.2 million volumes and 1.4 million microforms, and there is a staff of 50 librarians and approximately 300 support personnel.

Responsibilities. Provide bold and imaginative leadership in enhancing a major research university library system, utilizing traditional as well as new and innovative technologies; participate in planning and evaluating policies and procedures which support the university's academic objectives and programs; maintain close communication between the library system, campus community, alumni, and the professional library world; guide the expansion of present library holdings and facilities; implement further appropriate information technologies; assist in solicitation of grants, benefactors, and prospective gifts; build a broader campus and community interest and support for the library system; plan and direct the library budget; administer the library personnel process.

Qualifications. An appropriate advanced degree, preferably a doctorate in an established discipline, or an accredited MLS, plus a second graduate degree; extensive experience relevant to the design, development, and operation of a substantial academic/research library; demonstrated understanding of the responsibilities of a library system that meets the needs of those engaged in teaching, research, and scholarly activities in a university; knowledge of current trends and applications of library information technologies; proven leadership and motivational abilities; superior communication skills; demonstrated success as an advocate within a university or related community, within a library community, and with potential donors; evidence of continuous growth through scholarly publication and active participation in the individual discipline and/or profession. Salary minimum $50,000.

Review of applications begins on March 15. Send letters of nomination or application (with resume and 3 professional letters of reference) to: **Chair, University Librarian Search Committee, Office of the Provost, ADM102, University of Southern California, Los Angeles, CA 90089-4019; Attn.: Janet K. Chaudhuri, Assistant Provost.**

USC is an affirmative-action, equal-opportunity employer.

B. Ylvisaker Library, Concordia College, Moorhead, MN 56560. EOE.

Audiovisual librarian to establish and operate an AV department in a 4-yr. college. Salary to $22,000, depending on qualifications. Minimum requirements: MLS from ALA-accredited library school, suitable experience in AV work, including production, promotion, and supervision; high energy level; ability to interact with the academic community. 12-mo. contract, 30 days' vacation, excellent fringe benefits through VMI Foundation, possibility of campus housing. Instructor rank. Position available from July. **Application deadline: April 1.** Send resume and updated library school placement folder to: James E. Gaines, Jr., Head Librarian, **Virginia Military Institute, Lexington, VA 24450.** AA, EEO employer.

Automation librarian. Tenure-track position with the rank of instructor or assistant professor dependent on qualifications. MLS from ALA-accredited institution required. Second master's or additional 30 hrs. preferred. Will report to library director and work closely with other professionals to plan, support, and achieve automation goals. Job includes involvement with systems including OCLC, statewide LCS, regional DataPhase ALIS-IIE system, microcomputer network, and batch-processing applications in library environment. Ideal candidate will have programming ability, familiarity with database management, and ability to work independently. Salary $20,000–$22,500. **Applications must be received by April 1.** Send letter of application, resume, the names, addresses, and telephone numbers of 3 references, and comments relating to applicant's experience with library automation and especially microcomputer applications to: Patricia A. Goheen, Director of Libraries, **Western Illinois University, Macomb, IL 61455.** Western Illinois University is an EEO, AA employer.

Cataloger. Entry-level position to perform a variety of professional assignments in bibliographic and authority record-keeping in a large academic library in theology. Applicants should be flexible enough to work in a variety of assignments, including some reference service, and able to work independently, though in close association with colleagues. Some supervision of student staff is expected. ALA-accredited master's degree in library science or equivalent competence; MDiv degree or equivalent experience desirable; knowledge of at least 2 foreign languages, ancient or modern, valued. Understanding and ability to work with AACR2, LC-RIs, OCLC-MARC formats, LC classification, LCSH, and other standards expected. The library's future will include an integrated online bibliographic system in accord with which current work is organized and evaluated. Pension and medical benefits. Salary dependent upon qualifications and experience, minimum $13,500. Available July 1. **Send letter of application, resume, and names of 3 references by April 15** to: Donald M. Vorp, Director, **Jesuit-Krauss-McCormick Library, 1100 E. 55th St., Chicago, IL 60615.** An equal-opportunity, affirmative-action institution.

Cataloger. Required: ALA-MLS; working knowledge of one European language. Recent experience with LC classification and subject headings, MARC formats, and AACR2 very desirable. This is a **beginning-level** position for someone with a strong interest in cataloging in an academic research library. Duties will be divided between serials cataloging team and general monographs cataloging. Original cataloging of serials and monographs in all languages. May be assigned subject selection responsibilities depending upon educational background. The salary is competitive, with a minimum of $17,000. **Please send resume, names and addresses of 3 references, and salary requirements by March 30** to: Sandra Carter, **General Library, University of New Mexico, Albuquerque, NM 87131.** AA, EOE.

Cataloging department head. Supervision and management of a cataloging department comprised of 4 professionals, 6 paraprofessionals, and 3.5 hourly FTE. Responsibilities include original cataloging and retrospective conversion. Qualifications: ALA-accredited MLS; 5 yrs.' increasing supervisory and administrative cataloging experience; experience with OCLC, AACR2, LC cataloging practices, and MARC format; managerial/supervisory skills. Salary $22,000 minimum depending on qualifications and experience. 12-mo., tenure-track, TIAA/CREF, 22 days' annual leave, many other fringe benefits. Position available immediately. **Application deadline March 15** or until a suitable candidate is found. Send application and resume with names, addresses, and phone numbers of 3 references to: John A. Harrison, Director of Libraries, **University of Arkansas, Fayetteville, AR 72701.** An equal-opportunity, affirmative-action employer, welcomes applications from all qualified individuals.

Catalog librarian. The University of Arizona Library is seeking a professional librarian to be responsible for the cataloging of audiovisual materials in subjects of education, art, library science, photography, and juvenile literature. Related activities such as staffing a catalog information desk will be assigned. This position reports to the head catalog librarian. The University of Arizona Library is a large academic research library with more than 2 million volumes and more than 4 million holdings in the main library system. The catalog department is one of 4 departments within the technical services division and employs 11 professional catalogers and 44 career staff. Requirements include an ALA-accredited degree; working knowledge of AACR2; experience with LC classification; experience with OCLC or a similar utility; knowledge of at least one foreign language. Previous audiovisual cataloging experience is pre-

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OLD DOMINION UNIVERSITY

Library Vacancies

4 openings available April 1. ODU, an urban university in eastern Virginia, serves 15,000 students and 700 faculty at the bachelor's-, master's-, doctoral-degree levels. The fully automated library has a staff of 24 librarians, contains over 1.2 million items, and serves as the focal institution for the 18-member Tidewater Consortium.

Associate dean. Responsible for the supervision and coordination of public service functions, including reference, government publications, art library, music listening room, and archives, the incumbent also handles a variety of management functions including personnel (student, classified, professional) and physical plant management. Supervising a staff of 12 librarians and 10 support personnel, this individual is responsible for all public service activities including automated database searching, word processing, etc. Minimum qualifications include an ALA-accredited master's degree, 7 yrs.' progressively more responsible academic library experience in public service areas, demonstrated leadership ability. Additional education in computer applications and/or business practices helpful. Minimum salary: $31,000.

Head, reference department. Reporting to the associate dean, incumbent supervises a staff of 11, including 9 librarians, and manages all departmental activities and services. Duties include selection, training, and evaluation of personnel; participation in collection development, supervision of automated database searching and library instruction; planning, budgeting, reporting. Good communication skills essential. Reading knowledge of at least one foreign language highly desirable. 5 yrs.' relevant academic library experience with evidence of increasing responsibility required. Evidence of continued professional development and activity preferred. Minimum salary: $23,000.

Acquisitions librarian. Incumbent reports to head of collection management and resources development and coordinates all monographic acquisitions processes including preorder searching, order preparation and receipt, approval plan, gifts and exchange. Supervising a staff of 5, individual must have a minimum of 3 yrs.' relevant academic library experience, possess good communication skills, show evidence of continued professional development and a reading knowledge of one foreign language. Demonstrated interest in and/or experience with automated systems very helpful. Minimum salary: $16,000.

Serials librarian. Incumbent will be responsible for all functions of serials section of collection management/resources development department. Duties include management of serials acquisition and bindery, collection development and physical maintenance, report preparation, and data analysis. A background in acquisitions and/or serials control is preferred. Knowledge of OCLC and/or automated serials/acquisitions control and evidence of continued professional growth highly desirable. Minimum salary: $15,500.

All positions require an ALA-accredited master's degree at time of starting. Rank is commensurate with qualifications. **To receive full consideration, applicants should send letter of application, resume, names and addresses of 3 references, and photocopies of academic transcripts by March 15** to: **C. B. Duncan, Dean, Library, Old Dominion University, Norfolk, VA 23508.**

An affirmative-action, equal-opportunity institution

Computerized Data Services Librarian

Albert R. Mann Library

Cornell University

Cornell, the land-grant institution of New York State, is known worldwide for the teaching and research projects of the Collection of Agriculture and Life Sciences and the Collection of Human Ecology. Mann Library, which supports these programs, is the largest academic agricultural and life sciences library in the United States, and its collection is second only to the National Agricultural Library.

Mann Library is committed to exploring forward-looking ideas about the role of information services in an academic environment. Our microcomputer center, which opens this spring, will house 32 micros in a specially designed classroom and laboratory setting. The center will offer its own instructional programs in computer literacy for faculty and students, support course-related instruction, and feature a software library. Additional automation activity includes current planning for an imminent selection of an integrated library system.

Position Description

The computerized data services librarian analyzes user needs for access to nonbibliographic data; creates a library collection of data files as well as making provision for access to external data files. Provides traditional and online reference services; participates in library instruction program, including developing end-user expertise in independent retrieval of online information.

Qualifications: master's degree in relevant area such as library science, computer science, or information science. 5 yrs.' work experience in information services and experience with a wide variety of data files. Ability to communicate effectively orally and in writing with faculty, students, and administrators is essential. Demonstrated skills in reference services and instruction in access to information. Ability to identify and meet the requirements of a research faculty for access to machine-readable data files. Salary to $20,243; higher salary negotiable, dependent upon additional qualifications.

Apply by April 20. Position available July. Submit resume listing 3 references to: **Carolyn Pyhtila, 235 Olin Library, Cornell University, Ithaca, NY 14853.**

Cornell University is an equal-opportunity, affirmative-action employer.

Positions Open continued on p. 157.

DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

March

8-9: *Space Plng. & Practical Design for Lns.* Details: see Aaron Cohen Assoc. ad, this page.

15: *Budgeting Principles for Info. Svcs.* seminar, Chicago, Ill. Spons., Special LA/Ill. Chapter/CE Committee. Fee, $50. Info.: A. Weaver, Bank Mktg. Assn. (312-782-1442 x214).

15: *DIALOG MEDLINE* seminar, CLIS, U. S.C., Columbia. Spons., DIALOG; U. S.C./CLIS. Fee, $45. Info.: DIALOG Info. Svcs., 75 E. Wacker Dr., Chicago, IL 60601 (800-227-8282).

15-16: *DIALOG Systems* seminar, CLIS, U. S.C., Columbia. Spons., DIALOG; U. S.C./CLIS. Fee, $135. Info.: see March 15.

16: *Oppty. to Learn Sci. Technol. in a High Tech Age* seminar, United Engineering Ctr., N.Y.C. Spons., N.Y. Metro. Ref. & Research Lib. Agency (METRO). Fee, $15 METRO mem.; $20 nonmem. *Enrollment limited to 150.* Info.: METRO–Sci. Tech. 57 Willoughby St., Brooklyn 11201.

16-17: *Bibl. Instruc. on the Earlham Model* wkshp., Whittier (Calif.) Col. Spons., Whittier Col. Info.: P. O'Brien, Whittier Col. Lib., 90608.

19: *YA Literature: The Basics* wkshp., Hamilton Twnshp. Free P.L., Trenton, N.J. Spons., N.J. State Lib. Fee, $10. Info.: B. Razzano, N.J. State Lib., 185 W. State St., Trenton 08625-0520 (609-984-1804).

19-20: *Issues in Acq.: Progs. & Eval.* Details: see ad, *AL*, Jan., p. 33.

20: *To Serve the Pub. Interest: Lib. Policy Perspectives for the 1980s* inst., Holmes Student Ctr., Northern Ill. U., DeKalb. Spons., NIU/DLS. Fee, $42. Info.: Noncr. Regis. or Prof. Studies Outreach, Col. of CE, NIU, 60115-2854 (815-753-1457).

23: Ariz. State LA mid-yr. conf., Holiday Inn Ctr., Phoenix. Fee, $25 ASLA mem.; $35 nonmem. *Enrollment limited.* Info.: S. Nelson, Conf. Ch., Ariz. State Lib., State Capitol, 3rd Fl., 1700 W. Washington, 85007 (602-255-5841).

23: *Making Sense of the Census* (also offered March 30), U.S. Bureau of the Census, N.Y.C. Spons., METRO. No fee. *Enrollment limited to 22.* Info.: METRO-CENSUS c/o add. for March 16.

24, 31, April 7, 14: *OCLC: A Hands-On Intro.*, SCILS, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./LIS Prof. Dvpt. Studies Prog. 2 CEUs available. Fee, $150. Info.: B. Jones, Actg. Dir., PDS, Rutgers U., 4 Huntington St., 08903 (201-932-7500).

26-29: *Int'l. Serials Conf.* Details: see ad, *AL*, Oct., p. 603.

27: *How to Plan Disaster Preparedness* wkshp., Daniel Boone Reg'l. Lib., 100 W. Broadway, Columbia, Mo. Spons., Mid-Mo. Lib. Netwk. Fee, $3 MMLN mem., $5 nonmem. *Enrollment limited to 50.* Info.: J. Jaillite, Dir., MMLN, POB 1267, Columbia 65205 (314-442-7115).

28: *Space Mgmt.: How to Make the Best of*

COMING UP

ACRL Conference
Seattle, Wash. April 4–7, 1984

National Library Week April 8–14, 1984

Executive Board
Spring Meeting May 2–3, 1984

ALA Annual Conference
Dallas June 23–28, 1984

IFLA General Conference
Nairobi Aug. 19–25, 1984

AASL Conference
Atlanta, Ga. Oct. 31–Nov. 4, 1984

ADVERTISEMENTS

RATES FOR ADVERTISEMENTS

Nonprofit organizations: **Line-by-line** format, $5/line; ALA institutional members, $4/line. **Display** format, $50/column inch; 20% discount to nonprofit ALA institutional members.

For-profit organizations: **Line-by-line** format, $7.50/line; **display** format, $75/column inch.

Planning the Electronic Library

Automation • Productivity
• Space Management • Facilities

April 12–13, 1984 • Houston
Sept. 20–21, 1984 • Boston
Dec. 13–14, 1984 • New York City

Space Planning & Practical Design for Librarians

March 8–9, 1984 • New York City
Dec. 6–7, 1984 • New York City

Fee: $275

Authors: *Planning the Electronic Office* McGraw-Hill, 1983

AARON COHEN ASSOC.
RFD 1, Box 636, Teatown Rd.
Croton-on-Hudson, NY 10520
914-271-8170

The Association of College and Research Libraries' Greater New York Metropolitan Chapter
presents

INDIA & NEPAL SUMMER 1984

Land of Beauty and Mystery

June 29–July 19, 1984

India & Nepal Library Conference Program

Call or write for additional information:

India & Nepal Library Conference Program
Human Relations Inter-Group Conference Reservation Center
12 W. 32nd St.
New York, NY 10001
in U.S.A. (toll-free): 800-221-1255
in New York State: 212-563-4370

ADVERTISEMENTS

Summer Term 1984 Special Feature

The College of Information Studies, Drexel University, will offer 12 intensive one-week workshops this summer for 2 graduate credits each. Workshops can also be taken on an audit (noncredit) basis. Workshops meet 9:00–12:00 each day during the scheduled week and are open to post-master's as well as MS students. **Deadline for completed applications is June 1 for those wanting graduate credit.**

June 18–22	Online Bibliographic Searching
June 18–22	Planning Information Services
June 25–29	Online Bibliographic Searching
June 25–29	Applications of Packaged Computer Programs
July 9–13	Financial Management of Libraries
July 9–13	Advanced Online Searching
July 16–20	Advanced Online Searching
July 16–20	Effective Communication on the Job
July 23–27	Online Bibliographic Searching
July 23–27	User Education Programs: Design and Evaluation
July 30–Aug. 3	Biomedical Database Searching
July 30–Aug. 3	Introduction to Microcomputers in Information Processing

The college will also offer 15 regular graduate courses during the June 19–Sept. 1 summer term. For further information contact:

Drexel University

John B. Hall, Assistant Dean
College of Information Studies
Drexel University
Philadelphia, PA 19104
215-895-2474

What You Have prog., Somerset Co. Lib., N. Bridge St. & Vogt Dr., Bridgewater, N.J. Spons., N.J. LA/Admin. Section/Mid. Mgmt. Committee. Fee, $13.50. *Enrollment limited.* Info.: B. Ford, Newark P.L., POB 630, 07101 (201-733-7800).

28: *YA* wkshp., Mid-Hudson Lib. System (MHLS), Poughkeepsie, N.Y. Spons., MHLS. No fee. Info.: L. Boyce, MHLS, 103 Market St., 12601 (914-471-6060).

28, April 11, 25: *Automating the Lib.: The Adv. Series* seminar, Detroit, Mich. Also offered on March 29, April 12, 26 in Kalamazoo & March 30, April 13, 27 in Lansing. Spons., Mich. Lib. Cnsrtm. Fee, $145 MLC mem.; $165 nonmem. *Adv. regis. req.* Info.: M. Rosenberg, Seminars Coord., MLC, 6810 S. Cedar #8, Lansing 48910 (517-694-4242; in Mich. only 800-292-1359).

30: *Shopping for Lib. Automated Systems* wkshp., Col. of Info. Studies, Drexel U., Philadelphia, Pa. Spons., Drexel U./CIS/Off. of Cont. Prof. Ed. Fee, $90. Info.: Dir., Off. of Cont. Prof. Ed., Drexel U., 32nd & Chestnut Sts., 19103 (215-895-2153).

30: *Wkshp. on Microcomputer Appl. in Libs.: Acad.*, CLIS, U. S.C., Columbia. Spons., U. S.C./CLIS. Fee, $45. Info.: CE Coord., CLIS, U. S.C., 29208 (803-777-3858).

April

7: *Perspectives in Children's Literature* reg'l. conf., U. Mass., Amherst. Spons., U. Mass./Amherst. Fee, $35. Info.: M. Rudman, Children's Lit. Conf. Off., U. Mass./Amherst, 226 Furcolo Hall, 01003 (413-545-3121, 4325).

7: *Time Mgmt.* wkshp., FLIS, U. Toronto, Ont. Spons., U. Toronto/FLIS. Fee, $65. *Enrollment limited.* Info.: C. Smith, Off. CE, FLIS, U. Toronto, 140 St. George St., M5S 1A1 (416-978-3153, 3035).

8-10: *Lib. of Congs. Subj. Hdg.* inst., Sheraton Hotel, Seattle. Spons., ALA/RTSD/ACRL (post-ACRL-conf. prog.). Fee, $175 RTSD, ACRL mem.; $190 ALA mem.; $205 nonmem. *Regis. deadline March 16. Enrollment limited to 150.* Info.: A. Menendez, RTSD, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x319).

10: *Plng. & Budgeting for Fund Raising* seminar, Detroit, Mich. Spons., Mich. Lib. Consortium. Info.: see March 28, April 11, 25.

10-12: Assn. for Info. & Image Mgmt. annual conf., O'Hare Expo Ctr., Chicago, Ill. Info.: C. Myers (301-587-8202).

11: *Planned Giving for Libs.* seminar, Detroit, Mich. Spons., Mich. Lib. Consortium. Info.: see March 28, April 11, 25.

12: *Outreach* wkshp., Mid-Hudson Lib. System (MLHS), Poughkeepsie, N.Y. Spons., MHLS. No fee. Info.: R. Markarian, MHLS, 103 Market St., 12601 (914-471-6060).

12-13: *Plng. the Electronic Lib.* Details: see Aaron Cohen Assoc. ad, p.156.

12-14: African Studies Assn./Archives-Libs. Committee spring mtg., U. Va., Charlottesville. Info.: G. Walsh, African Studies Lib., Boston U., 771 Commonwealth Ave., Boston, MA 00215.

13: *Midstream Career Changes for Lns.* wkshp., Col. of Info. Studies, Drexel U., Philadelphia, Pa. Spons., Drexel U./CIS/Off. of Cont. Prof. Ed. Fee, $75. Info.: see March 30.

13-14: *Lib. Preservation: Implementing Progs.* inst., Marriott's Pavillion Hotel, St. Louis, Mo. Spons., ALA/RTSD. Fee, $185 RTSD mem.; $200 ALA mem.; $215 nonmem. Regis. deadline March 23. Enrollment limited to 150. Info.: B. Drewett, RTSD, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x311).

15-17: Annual Clinic on Lib. Appl. of Data Processing, Jumer's Castle Lodge, Urbana, Ill. Spons., U. Ill. at Urbana-Champaign/CE & Pub. Svc./GSLIS. Theme, "Telecom.: Making Sense Out of New Technol. & New Legislation." Info.: E. Bussert, Confs. & Insts., U. Ill. at Urbana-Champaign, 116 Illini Hall, 725 S. Wright St., Champaign 61820 (217-333-2882).

16: *From Our Past: Toward 2000; Perspectives as Network Admin.* symposium, Bismarck Hotel, Chicago, Ill. Spons., Eastern Ill. U. Fee, $30 Ill. residents; $40 others. Enrollment limited. Info.: Symposium, Off. of Dean of Lib. Svcs., EIU, Charleston, IL 61920 (217-581-6061).

16-18: *Videotex '84* conf., Hyatt Regency, Chicago, Ill. Spons., London Online, Inc. Info.: Videotex '84, London Online, Inc., Suite 3314, 1133 Ave. of the Americas, New York, NY 10036 (212-398-1177).

18: *Lib. & Info. Sci. Forum Series: Access to Info. through Action Libs.: The Ln. as Educator*, Ball State U., Muncie, Ind. Spons., BSU/DLIS. Info.: DLIS, BSU, 47306 (317-285-7180, 7189).

19: *Using Statistics to Measure Lib. Performance* wkshp., Metro. Wash. (D.C.) Lib. Council HQ. Spons., MWLC. Fee, $75 MWLC mem.; $105 nonmem. *Enrollment limited to 25.* Info.: MWLC HQ, 1975 Eye St. NW, Suite 200, 20006 (202-223-6800).

23-26: Alliance of Info. & Referral Systems annual conf., Asilomar, Calif. Theme, "Looking Inward, Moving Outward." Info.: C. Bryant, AIRS Conf. Retreat '84, c/o Calif. State Lib., POB 2037, Sacramento 95809 (916-323-4400).

23-26: Catholic LA; Nat'l. Cath. Ed'l. Assn. jt. conv., Boston (Mass.) Park Plaza Hotel. Theme, "Freedom Our Heritage: Peace Our Challenge." Info.: J. Corrigan, CLA HQ, 461 W. Lancaster Ave., Haverford, PA 19041 (215-649-5251).

June

18-22: *1st Int'l. Conf. on Children's Nonfiction Bks.*, Brigham Young U., Provo, Utah. Spons., BYU/Col. of Ed./U. Lib./Div. CE. Info.: L. Christensen, 147 HCEB, BYU, 84602.

Positions Open continued from p. 155.

ferred. The beginning professional salary is $16,500; a higher salary can be negotiated depending upon qualifications and experience. Professional librarians at the University of Arizona are academic professionals and voting members of the faculty, have 12-mo. appointments, earn 22 days of vacation per year, 12 days of sick leave, and have a standard academic package of holidays and other benefits. Position is available July 1. **Deadline for applications is April 15.** Send letter of application, resume, and the names of 3 referees to: W. David Laird, University Librarian, **University of Arizona, Tucson, AZ 85721.** The University of Arizona is an EEO, AA employer.

Central reference librarian (new position): The University of Arizona is seeking a professional librarian to assist in providing reference service (including evenings and weekend rotation), online bibliographic searching and library orientation/instruction. Other activities include humanities subject specialization with emphasis on European languages and literature, faculty liaison work, and collection development. Applicants for this position must be graduates of an ALA-accredited library school and have either an academic background or academic library reference experience in Western European languages and literature, philosophy, or linguistics. Reading knowledge of French or German and other European languages is preferred. Candidates should have a broad knowledge of social science, humanities, and fine arts reference tools. Librarians at the University of Arizona are academic professionals with voting faculty status and have 22 days' paid vacation each year, 12 days' sick leave, and 10 holidays. Beginning salary is $16,500; a higher salary is negotiable based on qualifications. Position available July 1. **Send resume including a list of 3 references by April 15** to: W. David Laird, University Librarian, **University of Arizona, Tucson, AZ 85721.** The University of Arizona is an EEO, AA employer.

Consumer & family sciences librarian. Requirements: MLS (ALA-accredited). Minimum of 4 yrs.' professional academic research library experience plus supervisory and interpersonal skills. Desirable qualifications: science or social sciences background an asset plus ability to adapt library services to changing needs of students and faculty. Responsible for operation of a 15,000-volume school library which serves as the principal resource for the departments of child development and family studies; consumer sciences and retailing; foods and nutrition; and restaurant, hotel, and institutional management. Involves administrative duties, collection development, liaison work, supervision of staff, and development of policies for service, resources, and facilities. Faculty status and responsibilities. Rank commensurate with education and experience. Promotion and tenure require meeting standards of excellence in librarianship, publishing, research, and service. 12-mo. appointment with vacation of 22 days. Group life, major medical, and disability insurance plans are in effect as are TIAA/CREF and Social Security. Salary $18,000 or more depending on qualifications. **Application deadline: April 1.** Send resume and list of references to: Thomas L. Haworth, Personnel Officer, **Libraries, Stewart Center, Purdue University, West Lafayette, IN 47907.** An equal-opportunity, affirmative-action employer.

Coordinator of archival and special services, DePauw University Libraries. DePauw University is seeking an innovative librarian to manage the archives of DePauw University and Indiana United Methodism and to coordinate an emerging program of special services within the library. These services will include a visual-image library, an audiovisual collection, and a limited special collections and preservation program. The coordinator will serve as a subject liaison to several academic departments and will supervise 2 archives assistants, an audiovisual specialist, and student assistants. Active outreach to the Methodist church to promote use of the archives will be a major activity. Requirements include an ALA-accredited MLS, familiarity with archival techniques and slide or visual-image libraries, and highly developed communication and interpersonal skills. Experience in an archives, specialized archival education, and familiarity and/or willingness to become familiar with United Methodism are highly desirable. A 2nd master's degree in an historically based discipline is desirable. The successful applicant will also have an enthusiasm and an aptitude for forging innovative programs from nontraditional combinations of services and responsibilities. The position is available June 1, and offers faculty rank and excellent fringe benefits. Salary: $18,000. **Deadline: April 15.** Apply to: Jana Bradley, Director of Libraries, **Box 137, DePauw University, Greencastle, IN 46135.** An affirmative-action, equal-opportunity employer.

Director, Instructional Materials Center, School of Education, University of Wisconsin, Madison. The IMC is a special library and media center of education resources and services. Qualifications for director include an MLS from an ALA-accredited library school or equivalent, 5 yrs.' supervisory experience, and familiarity with computer-based library services. Background in education and instructional materials highly desirable. Minimum annual salary, $26,000. **Application deadline is April 2.** Position open on or about June 1. Letter of application, resume, transcripts, and 3 letters of recommendation should be sent to: Herbert M. Kleibard, Chair, IMC Director Search Committee, **University of Wisconsin-Madison, Box 25, Education Building,**

Librarian for Slavic Collections
University of California, Berkeley

Will be responsible for the selection of Slavic-language books and serials and the maintenance of the collections by review and evaluation; identification of lacunae; weeding and examination for preservation purposes. Will be expected to offer reference service and bibliographic assistance to users of the Slavic collections, particularly to the faculty associated with the Center for Slavic and East European Studies and their students. Will also offer reference and instructional services to the broader library clientele through service at the general reference desk and in orientation programs. Occasional night and weekend work will be required.

Requires graduate library degree and substantial graduate work in an academic discipline related to Slavic studies; advanced degree desirable. Fluent Russian and working facility in other Slavic and East European languages required. French, German, and Church Slavonic highly desirable. Broad knowledge of Slavic scholarship and book trade will be expected along with an understanding of current developments in research libraries and of systems of bibliographic organization and access. Full job description will be mailed on request. Classification as assistant or associate librarian in the $18,456–$32,484 per annum salary range depending on qualifications. Position available on or about June 1.

To apply, send resume and names of 3 professional references by March 15 to:

William E. Wenz, Personnel Officer
Room 447 General Library
University of California
Berkeley, CA 94720

The University of California is an equal-opportunity, affirmative-action employer.

Islamica Librarian
University of California, Berkeley

Responsible for development and maintenance of Islamica collections in humanities, social sciences, and broad interdisciplinary areas. Provide specialized reference service to faculty and students in the use of Arabic, Persian, and Turkish materials and to a broader library clientele through service at the catalog information desk. Perform original cataloging of monographs in Arabic, Persian, and Turkish including descriptive cataloging. Some weekend work required.

Requires graduate library degree, substantial graduate work in an appropriate academic discipline, and good knowledge of Arabic and working facility in either Persian or Turkish. Broad knowledge of Middle Eastern scholarship, book trade, and understanding of current developments in research libraries and of systems of bibliographic organization and access. Full job description mailed on request. Salary in the $22,560–$32,484 per annum range depending on qualifications. Position available June 1.

Send resume including the names of 3 professional references by March 15 to:

William E. Wenz
Library Personnel Officer
Room 447 General Library
University of California
Berkeley, CA 94720

The University of California is an equal-opportunity, affirmative-action employer.

Madison, WI 53706. The University of Wisconsin is an equal-opportunity employer and specifically encourages applications from women and members of minority groups.

Director of libraries, University of Florida, Gainesville, Fla. The University of Florida invites applications and nominations for the position of director of libraries. The University of Florida is a land-grant institution and the largest of the 9 universities comprising the state university system. The University of Florida encompasses 20 schools and colleges, over 34,000 students, and a distinguished faculty of 3,000. The institution offers the doctorate in 59 fields. The university has renowned programs in medicine, law, agriculture, engineering, and the sciences and is one of the few institutions in the country to combine instruction in all disciplines on one campus. The 13 libraries and reading rooms of the University of Florida in Gainesville house the university collection of over 2.5 million volumes, exclusive of a regional depository collection of over 500,000 documents, a map library containing 450,000 maps and aerial photographs, 1.5 million units of microtexts, and 5,000 machine-readable data sets. This collection ranks the library as 31st among the ARL libraries. The library staff includes 68 professional librarians and 128 career service staff. The library is implementing an integrated automated system which is also accessible through the state university system network of computers. A central science library and computer sciences complex costing $25 million will be completed in early 1986. The University of Florida is a member of the Association of Research Libraries, the Center for Research Libraries, the Association of Southeastern Research Libraries, and SOLINET, among other national and international organizations. The director of libraries is the chief administrative officer and reports to the vice president for academic affairs and is a member of the Council of Academic Deans. The responsibilities of the director of libraries include working with the library and the university administration to develop short- and long-range goals for the library, administering the human and fiscal resources of the library, presenting to the university administration the support needed by the libraries to accomplish its goals, and effectively representing the university libraries. A master's degree in library science from an ALA-accredited library school is required; additional advanced degrees are preferred. Candidates should have appropriate responsible experience in the administration of academic or research libraries, and a broad knowledge of the latest developments in library organization and technology. Superior management and communication skills are essential. The salary will be commensurate with qualifications and experience and competitive with other major research libraries. Minimum salary of $50,000 with upper range negotiable. **Letters of application and curriculum vitae should be submitted by April 15. Letters of nomination should be received by April 1.** All material should be sent to: John Kraft, Chair, Director of Libraries Search Committee, **College of Business Administration, University of Florida, Gainesville, FL 32611.** The University of Florida is an equal-employment-opportunity, affirmative-action employer.

Director of library/media/technology, University of Maine at Farmington. The University of Maine at Farmington invites applications and nominations for the position of director of library/media/technology. UMF is Maine's oldest public university; it serves 2,000 students and has a full-time faculty of 95. The campus is located in a charming New England town of 6,000, surrounded by clear lakes and mountains and close to major recreational areas. Undergraduate programs are provided in education, arts and sciences, and human services. The director is responsible for a staff of 19 (9 professional) and for supervision of a collection of 100,000 bound volumes; a computer center (primarily for student use) containing an IBM 4331 mainframe computer with 15 terminals (tied to the UM system computers) and 6 microcomputers; and a large instructional media service/production center that includes design stations, photo labs, and a TV studio. The successful candidate for the directorship will have an MLS degree from an ALA-accredited institution, very likely an advanced degree in an academic discipline, and at least 5 yrs. of academic library experience in a major administrative capacity. The candidate will also have a firm knowledge of current computer technology and of media services and production. UMF seeks an effective, innovative administrator who will be a strong advocate for library/media/technology. The director is on the Council of Academic Chairs and reports to the provost. Salary is commensurate with qualifications and experience, up to $30,000; the position is available after June 30. **Send letter of nomination or application with resume and 3 letters of recommendation postmarked by April 2** to: J. Karl Franson, Chair of Search Committee, **Provost's Office, University of Maine at Farmington, Farmington, ME 04938; 207-778-3501 x289 or 200.** UMF is an equal-opportunity, affirmative-action employer.

Director of library. Position available for director of library at a private college which offers a 4-yr. professional degree program to approximately 1,800 students. Qualifications required: MLS from an ALA-accredited institution, 5 yrs. of library experience with evidence of administrative responsibility, knowledge of current developments in library automation and resource sharing; strong leadership and management skills with ability to establish and maintain effective public and professional relationships. Additional degree in another academic field is highly desirable. Responsibilities: directing long- and short-term planning, fiscal management of budget; supervision of 5 professional librarians and 12 support staff. The director reports to the vice president for academic affairs. Salary: commensurate with qualifications, experience, and academic rank (assistant or associate professor), the range being $26,700–$31,500. **Application procedure: send nomination or resume along with 3 professional references by March 30** to: Iftikhar H. Bhatti, Chair of Search Committee, **Palmer College of Chiropractic, 1000 Brady St., Davenport, IA 52803; 319-324-1611 x282 or x251.** Palmer College is an equal-opportunity, affirmative-action employer.

Director of library. The director is responsible to the v.p. for academic affairs for all facets of library operation and development. This 12-mo. staff position requires a terminal degree in library science, preferably from an ALA-accredited institution, additional doctoral work preferred; 5 yrs.' experience in academic or research library; 2 yrs. in administrative position; and knowledge of academic library organization, especially in automated, state-of-the-art electronic and computer techniques. The library, opened in 1983, houses 350,000 volumes, numerous computer terminals, and is a federal government depository. The new library will offer the latest in retrieval systems and services and is designed to accept future growth. Salary range is $30,000 and above dependent upon qualifications. Position available: July 1. **Application deadline: April 1,** or until position is filled. Send letter of application, resume, and 3 letters of recommendation to: Director of Personnel, **Northwest Missouri State University, Maryville, MO 64468.** Affirmative-action, equal-opportunity employer.

General reference/government publications librarian. One 12-mo., tenure-track position as instructor or assistant professor. Salary range: $20,040–$22,560 depending on qualifications and experience. Reference duties include reference desk assignment, bibliographic instruction, database searching, and collection development. Government publications duties include administration of federal and state documents collections, reference and legal reference service, and bibliographic instruction. Minimum requirements: ALA-accredited MLS degree and experience in reference or government publications. Desired requirements: cognate master's; sciences or social sciences background; professional experience in both reference and government documents, including legal reference; and research or publication record. Library faculty members work under a union-negotiated contract. Evaluations for retention, promotion, and tenure are based upon performance in areas of primary duties, research, and service. Position description and application form available upon request. **Letters of application, resumes, current credentials, transcripts, and list of references should be postmarked by April 15.** Address correspondence to: Gordana Rezab, **Library, Western Illinois University, Macomb, IL 61455.** WIU is an EEO, AA employer.

Head, cataloging. Rollins College, Winter Park, Fla., a private, liberal arts institution, invites applications for a librarian to supervise its cataloging operations. Duties include supervision of all cataloging functions and 3.5 FTE staff. Knowledge of the LC classification, OCLC, and AACR2 are required. Rollins is building a new library and anticipates going to an automated online public catalog in the near future. An ALA-accredited MLS degree required. 5 yrs.' academic library experience is desirable with at least 3 yrs. in cataloging required. Salary is competitive and commensurate with rank and experience ($17,000 base). Liberal fringe benefits, including TIAA/CREF. This is a 12-mo., tenure-track faculty appointment beginning in September. **Closing date for applications April 20.** Send resume and letter of application to: Search Committee, **Mills Memorial Library, Rollins College, Winter Park, FL**

Associate University Librarian for Technical Services

University of California, Berkeley

Administer technical services departments for collection of 6 million volumes, with 80,000 titles cataloged annually, and with 80,000 serials currently received; coordinate all General Library technical services; participate in overall library policy making and administration.

Requires graduate library degree; substantial successful management experience relevant to large research collections, including such matters as budget, personnel, and systems development; thorough familiarity with technical services including automation and networking; and commitment to a consultative/participative managerial style.

Full job description will be mailed on request. Salary in the $33,000–$51,000 per annum range, depending on qualifications. Position available June 1 or as soon thereafter as possible.

Send resume including names of professional references by March 31 to:

William E. Wenz
Personnel Officer
Room 447 General Library
University of California
Berkeley, CA 94720

The University of California is an equal-opportunity, affirmative-action employer.

University of Notre Dame Libraries

Desirable opportunities—2 openings for progressive librarians seeking challenging positions in the University Libraries system at the University of Notre Dame, an ARL library with a major-funded comprehensive automation program.

Assistant Director for Reference and Instructional Services

Responsible for planning, implementation, and management of reference and instructional services in the library system, the coordination of all services in the branch libraries, and leadership in personal and professional development of faculty and staff in the division.

A graduate degree from an ALA-accredited program, public service experience in an academic or research library, and a minimum of 5 yrs. of increasingly responsible administrative experience are required, as are an understanding of scholarly use of library collections and services; an awareness of trends in librarianship; demonstrated ability to work effectively with diverse faculty and staff and research-oriented teaching faculty. Must have demonstrated a dynamic and creative approach to library service. Experience in an online environment highly desirable.

Salary $30,000 minimum.

Catalog Librarian

Responsible for cataloging of monographs and serials in social sciences, art, and music, and will participate in overall planning for online bibliographic control and in retrospective conversion projects as assigned.

A graduate degree from an ALA-accredited program; working knowledge of at least one foreign language; knowledge of Library of Congress classification schedules, subject headings, AACR2, and MARC format. Experience with retrospective conversion and in the catalog department of a research library desirable.

Salary $15,000 minimum.

Apply by April 30. Desired starting date July 1. Send resumes to: Peggy Weissert, Library Personnel Officer, **University Libraries, 221 Memorial Library, University of Notre Dame, Notre Dame, IN 46556.**

32789. Preliminary interviews at ACRL possible. An equal-opportunity, affirmative-action college.

Head catalog librarian and **catalog librarian (2 positions).** Available June 1. Pre-screening interviews possible at ACRL, Seattle. Permanent appointments with full faculty status and benefits, 12-mo. contracts, 20 days' vacation. 1) **Head catalog librarian** reports to the head of technical services. Supervises one professional and 3 support staff. Coordinates all cataloging activities including the efficient organization and management of workflow. Responsible for cataloging 10,000 titles per year using WLN. Requirements: MLS from ALA-accredited library school; 3 yrs. of cataloging experience, including supervisory responsibilities; knowledge of AACR2, LCSH, LC practice, and MARC format; reading knowledge of Romance languages; and familiarity with a bibliographic utility, preferably WLN. Minimum salary: $16,500. 2) **Catalog librarian** reports to the head catalog librarian. Responsible for the cataloging of all materials in the subject areas of theology, philosophy, and the classics using WLN. Requirements: MLS from ALA-accredited library school; knowledge of AACR2, LCSH, LC practice, and MARC format; reading knowledge of Latin and modern Romance languages; and familiarity with a bibliographic utility, preferably WLN. Minimum salary: $15,000. **Closing date: April 15.** Send resume and 3 recent references to: Robert L. Burr, Director, **Crosby Library, Gonzaga University, Spokane, WA 99258.** An affirmative-action, equal-opportunity employer.

Head catalog librarian, University of North Carolina at Greensboro. Responsible for planning, policies, procedures, supervision of department which catalogs monographs and serials in all subjects and formats (approximately 20,000 new titles annually); coordination of all cataloging activities, workflow, and efficient organization; planning and continuing development of online catalog; completion of retrospective conversion. Has major responsibility for selection, training, evaluation of 4 professional librarians and 11 support staff. Reports to director of library; participates in librarywide planning. Requirements: ALA-accredited MLS; 5 yrs.' progressively responsible professional experience primarily in cataloging in academic/research library; significant experience with AACR2 and major bibliographic utility, preferably OCLC; expertise in library computer technology. Strong interpersonal and communication skills; ability to interact well with staff and campus community; desire to contribute to advancement of the profession necessary. Second master's degree, knowledge of one or more foreign languages desirable. Salary $26,000 and up. Position available Aug. 1. Faculty status, tenure-track, liberal benefits. **Send application letter, resume, names of 3 references by May 15** to: Marcie Kingsley, Chair, Search Committee, **Jackson Library, UNC-Greensboro, Greensboro, NC 27412-5201.** An equal-opportunity, affirmative-action employer. UNC-G is a doctoral-degree-granting institution with approximately 10,000 students and 700 faculty.

Head central reference librarian, the University of Arizona. The central reference department provides service to faculty and students in the social sciences and humanities. The head administers a staff of 10 professionals and 9 career staff, overseeing reference, online searching, interlibrary loan, and the development of the reference collection. The library serves a university community of 36,000, has an annual acquisitions budget in excess of $3 million, and adds more than 90,000 volumes annually. Required: ALA-accredited degree and 5 yrs.' professional library experience in an academic or research library, at least half of such experience in a supervisory position in public service. Familiarity with library/faculty liaison, computer-assisted reference service, collection development, library instruction, and a commitment to responsive and innovative reference services are required. Preference will be given to candidates who can bring strong reference expertise to the department, based upon a broad academic background in the social sciences or the humanities. Knowledge of at least one European language, French or Spanish, desired. Librarians at the University of Arizona are academic professionals with voting faculty status, and have 22 days' paid vacation each year, 12 days' sick leave, and 10 holidays. Starting salary range: $26,000–$32,000 per year. Position available July 1. **Send inquiries and resume, including a list of 3 references, by April 15** to: W. David Laird, University Librarian, **University of Arizona, Tucson, AZ 85721.** The University of Arizona is an EEO, AA employer.

Head librarian. Administers the total operation of the James Buchanan Duke Library, which contains over 275,000 volumes and employs 6 professional and 10 FTE support staff. Qualifications: ALA-accredited MLS, a second graduate degree (preferably a doctorate), supervisory experience and leadership ability, knowledge of new developments in informative technology. Faculty status, 12-mo. contract, competitive fringe benefits. Salary $32,000–$37,000, depending upon qualifications and experience. **Deadline for applying April 15.** Send applications and resumes to: John H. Crabtree, Jr., Vice President for Academic Affairs and Dean, **Furman University, Greenville, SC 29613.** An EOE.

Head of agricultural library services and head, Hume Library. Environment: the present library is located in Hume Library. In 1986 the collections and its services are scheduled to become part of the Central Science Library (presently under construction). Responsibilities: the person in this position will provide the overall direction for library services to the faculty, students, and staff of the Institute of Food and Agricultural Sciences in Gainesville and those located at the 23 research centers and 67 extension offices throughout the state. The person must provide leadership in planning and coordinating agricultural library services within the Central Science Library (1986). This person will: administer the affairs of the present Hume Library, including budget, personnel (18 FTE), and property; have a major role in planning and implementing the move to the Central Science Library as well as managing the transition of services; serve on the administrative council of IFAS; further develop and maintain services for the off-campus unit; stay current on IFAS research and academic programs that the library supports; communicate with faculty; work toward improving access to the collection using library automation; participate in national library associations; serve as contact person with the National Agricultural Library. Qualifications: master's degree in library science from an accredited ALA library school required. A minimum of 5 yrs.' professional experience in an academic, research, or special library, including some experience serving an agricultural or biological science group. Must be familiar with automated information systems and services. Salary: commensurate with qualifications and experience, minimum $30,000. **Application procedure: candidate should submit letter of application, resume, and names and addresses of 5 professional references by April 30** to: Pamela S. Cenzer, Search and Screen Committee, **230 Library West, University of Florida, Gainesville, FL 32611.** Refer to position #91750.

Head, public affairs service at UCLA. Challenging management position for large government documents/public affairs department with 6 librarians, 9 support staff, and 6.75 FTE student assistants. Under general direction of associate university librarian for technical services, plan and administer collection management, technical processing, and public service programs, including implementation of online system. Required qualifications: knowledge and expertise in management of government document collections and services; demonstrated ability to administer large department; demonstrated competence in planning, setting goals, objectives, and priorities; communication and interpersonal skills. ALA-MLS normally required. Salary range: $22,560–$38,172. Personal interview of finalists at UCLA required. **Send letter of application, resume, and names of at least 3 references by March 31** to: Rita Scherrei, Director of Administrative Systems and Personnel Services, **University Research Library, UCLA, Los Angeles, CA 90024.** UCLA is an equal-opportunity, affirmative-action employer. UCLA librarians are represented by an exclusive bargaining agent, the American Federation of Teachers; this position is exempt.

Information services librarian, Mabel Smith Douglass Library. Available: July 1. Responsible for reference service, database searching, and bibliographic instruction. Collection development in modern and classical language and literature, philosophy, religion, journalism, and communication. MLS required. Minimum 4 yrs. in an academic position. Advanced subject degree(s) in a related field, scholarly record, foreign-language competency, and collection development experience valuable. Experience in online database searching, RLIN, or OCLC desirable. $22,158 minimum based on the 1982/83 academic salary schedule. Faculty status, calendar-

Ithaca College
Library Director

Ithaca College invites applications and nominations for the position of director of the college library. Ithaca College is an independent, residential college with approximately 5,000 undergraduates, 140 graduate students, and 350 faculty. The institution is comprised of 6 schools (Humanities and Sciences; Business; Music; Allied Health Professions; Communications; Health, Physical Education, and Recreation) and the Division of Graduate Studies and Continuing Education. The library has 285,000 bound volumes, 110,000 microforms, and 12,000 sound recordings, and is a member of the OCLC network, the South Central Research Library Council, and other local and national library associations.

The director reports to the provost and is responsible for administering all library services, budgeting, policy development, personnel management (10 professional librarians and 19 support staff), and long-range planning. An ALA-accredited MLS is required, and additional graduate or professional degrees are desirable. Preference will be given to candidates who show a record of progressively more responsible administrative experience in an academic library, skills in management and personnel supervision, knowledge of library automation, and demonstrated ability to communicate and work effectively with all segments of the college community. Position available July 1; 12-mo. contract; salary will depend upon experience and qualifications (minimum $33,385).

Consideration of candidates will begin on March 15, but applications will be accepted until position is filled. Please send letter of application and resume to:

Director Search Committee
c/o the Provost
Ithaca College
Ithaca, NY 14850
Attn.: Kanu Sharma, Committee Chair

Ithaca College is an equal-opportunity, affirmative-action employer.

yr. appointment, TIAA/CREF, life/health insurance, 22 days' vacation. **Submit resume and 3 sources for current references by April 15** to: Shirley W. Bolles (APP. 74), **Alexander Library, Rutgers University, New Brunswick, NJ 08903.** An equal-opportunity, affirmative-action employer.

Librarian, academic (cataloging). Faculty, tenure-track position at instructor or assistant professor level. Supervises all cataloging operations, serves as library liaison to various academic disciplines, performs occasional online database searches, recommends policy and procedural modifications, performs other tasks as may be assigned. (Full job description available on request.) Requirements: ALA-accredited master's degree, knowledge of library operations with special emphasis on descriptive and subject cataloging utilizing AACR2, LCSH and LC classification, MARC formats, OCLC and ALA (1980) filing rules, and supervisory ability. Desirable qualifications: undergraduate or second master's degree in business or sciences, 3–5 yrs. of directly related professional experience. Salary range: from $15,000 depending on education and experience. Starting date not later than June 1. **Send letter of application, complete resume with all library positions held, naming (with addresses and phone numbers) immediate supervisors, plus 3 other references and transcripts before March 30** to: Gaynelle Pratt, **Personnel Office, Keene State College, 229 Main St., Keene, NH 03431.** AA, EEO.

Monographic cataloger (new position). The D. H. Hill Library needs an assistant catalog librarian to catalog print materials in the following areas: veterinary medicine, medicine, technology, and agriculture. The position offers the potential for advancement to those candidates demonstrating an ability to work well with both professional and support staff personnel, and who also have a fundamental understanding of the issues of bibliographic control in an online environment. The monographic cataloging department consists of 10 professional librarians and 13½ support staff members who process 30,000 titles a year for a collection in excess of 1 million volumes. Applicants should be familiar with the structure of the MARC format for books, the syndetic structure of LC subject headings, and the use of LC classification. Required: master's degree in library science or equivalent experience and education, reading ability in one or more foreign languages, and experience or education in the field of cataloging. Preference will be given to candidates who have one or more of the following qualifications: undergraduate or advanced degree in medical or scientific fields, knowledge of Cyrillic languages, and experience in cataloging for a research library. North Carolina State University offers academic status to librarians. Salary: starting between $15,000 and $17,500 depending on qualifications. **Send letter of application with resume and the names of 3 references by March 31** to: Walter M. High, Head, Monographic Cataloging Dept., **D. H. Hill Library, North Carolina State University, Box 7111, Raleigh, NC 27695-7111.** An equal-opportunity, affirmative-action employer.

Periodicals librarian. Fort Lewis College, Durango, Colo. Full-time, 12-mo. instructor appointment. Responsibilities include coordinating periodicals and related materials, supervising paraprofessional staff and students, providing reference service and bibliographic instruction, and materials selection. Required qualifications: master's or higher degree from ALA-accredited library school; academic background in business, science, or social sciences; ability to communicate effectively with a small, closely knit library staff. Preferred qualifications: background in business, computer science, or physical sciences; experience with periodicals; library computerization training or experience. Position available July 1. Salary $15,000–$16,000 for a 12-mo. appointment. 20 days' vacation, 12 holidays, state retirement, and other fringe benefits. Fort Lewis College is a state-supported, undergraduate, liberal arts college with 3,700 students, located in a town of 12,000 population at 6,500-ft. elevation in the San Juan Mountains of southwestern Colo. **Submit letter of application, resume, and names of 3 references, postmarked no later than April 15,** to: Daniel W. Lester, Director of the Library, **Fort Lewis College, Durango, CO 81301.**

Reference librarian. Entry-level. Qualifications: ALA-accredited MLS. Evidence of research methods coursework necessary, effective communication skills. Duties: public service desk responsibilities, faculty liaison assignment, computer literature searching, bibliographic instruction. Salary: $14,500. 12-mo. appointment, 22 days' annual leave, TIAA/CREF. Position available: Sept. 4. **Applications received by May 31 will receive first consideration.** Send letter of application, resume, and names of 3 references to: Director's Office, **Penrose Library, University of Denver, 2150 E. Evans Ave., Denver, CO 80208-0287.** Preliminary interviews will be held at the June ALA conference. The University of Denver (Colorado Seminary) is an EEO, AA employer.

Reference librarian for dynamic program of humanities/social sciences reference service in an outstanding college library. 12-mo. appointment as replacement for librarian on leave; strong possibility of continuing position. Required: MLS, sound liberal arts education, academic library reference experience, demonstrated service commitment. Previous experience in library instruction, database searching, and government documents preferred, as well as additional degree in a humanities field. Salary: $17,000 minimum. Full benefits. Available: summer 1984. **Applications received by April 15 will be given preference.** Send letter of application, resume, and supporting credentials to: Reference Search Committee, **Oberlin College Library, Oberlin, OH 44074.** Applications from minority candidates are particularly welcome. AA, EOE.

Social sciences department head: University of Georgia, Main Library (salary: minimum $20,000). Duties: responsible to the assistant director for collection development for managing collection development activities in the social sciences. Activities include developing the general collections in assigned subject areas, facilitating access to the collections, and serving as liaison to faculty. The department head supervises a staff of 3 bibliographers and 3 support staff who use OCLC and libraries' in-house automation system for searching, verifying, and ordering material. The libraries' collection includes over 2.1 million volumes and the current materials budget is $2.7 million. Qualifications: ALA-accredited MLS; degree or substantial relevant experience in one of the following social science areas: anthropology, business, economics, education, law, political science, psychology, social work, or sociology. Prefer advanced degree in one of these disciplines; minimum of 2 yrs.' experience in an academic or research library, preferably in collection development work; demonstrated supervisory and managerial ability; knowledge of issues and trends in collection management and the acquisition of library materials; understanding of the library's role in the support of teaching and research in the social sciences; ability to deal with coworkers in a sensitive manner and to develop cooperative interaction with other library units; ability to work positively with university faculty and students; effective oral and written communication skills. Prefer ability to work with a variety of foreign languages, with emphasis on modern European languages. **Application procedure: send letter of application by April 6,** including resume and names of 3 references, to: Bonnie Jackson Clemens, Assistant Director for Administrative Services, **University of Georgia Libraries, Athens, GA 30602.** This position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

Special collections technical services coordinator: University of Georgia Libraries. Search reopened. (Salary minimum $18,000.) The special collections

Assistant Director for Public Services
Trinity University

Trinity University, San Antonio, Tex., is seeking candidates for the position of assistant director of libraries for public services, a faculty appointment in a rapidly growing university library. The incumbent of this position will serve as head of a reference department (6 professionals, 2 classified staff), which includes among its components traditional reference service, user education, faculty liaison, and online searching. Also within public services are the government documents and circulation departments (including interlibrary loan) and the Teacher Resource Center. May also have overall responsibility for the building.

Site of ALA Midwinter in 1983, San Antonio is the nation's 10th-largest city. Trinity, with 2,500 undergraduates and 600 graduate students, is strongly committed to excellence in the liberal arts tradition. Scholarly achievement is recognized through Phi Beta Kappa and other national honor societies. Under an accelerated program of collection development, the library is adding over 40,000 volumes annually; presently the collection has 430,000 volumes of books and bound periodicals, plus sizable holdings of government documents, microforms, and nonprint items. The modern building, opened in 1979, has space for 1.2 million volumes. There are 16 professional and 48 FTE classified staff positions. *Required qualifications:* ALA-accredited MLS; demonstrated pertinent experience in an academic library, including administrative responsibilities; strong interest in faculty liaison and user education programs; leadership ability with strong interpersonal skills, initiative, and creativity; and the ability to function effectively in a complex organization. *Highly desirable* is a graduate degree in the liberal arts or sciences. Salary minimum of $29,000, higher dependent on experience or other qualifications. (Texas has no state income tax.) TIAA/CREF and liberal fringe benefits. Faculty status, including professional title. **Send letter of application, detailed resume, placement file if available, and names of 3 references by April 15** to: **Richard Hume Werking, Director, Maddux Library, Trinity University, 715 Stadium Dr., San Antonio, TX 78284.**

Affirmative-action, equal-opportunity employer

division comprises rare books and manuscripts, Georgia collection, Richard B. Russell Memorial Library, and records management/university archives. The division services the libraries' collections of primary research materials including general rare books, Confederate imprints, Georgiana, historical and literary manuscripts, 20th-century political collections, and university archives. Duties: supervise the rare books cataloger and one support staff member; coordinate the work of other staff members in processing materials and maintaining catalogs and finding aids for the rare books and manuscripts and Georgia collections; participate in providing reference service for the collections, including some weekend and evening duty. Qualifications: ALA-accredited MLS; advanced subject degree preferred; experience with processing, cataloging, and indexing manuscripts and archives, rare books, and ephemera; experience with various policies and procedures of special collections librarianship, preferably in a large research library; knowledge of automated cataloging and indexing techniques; knowledge of basic research and reference techniques; demonstrated supervisory ability; effective communication skills; ability to establish and maintain effective working relationships with co-workers and patrons; knowledge of basic conservation techniques. **Application procedure: send letter of application by April 20,** including resume and names of 3 references, to: Bonnie Jackson Clemens, Assistant Director for Administrative Services, **University of Georgia Libraries, Athens, GA 30602.** This position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

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2 positions (search extended) at Central Michigan University Library serving 16,000 students and 600 faculty. 1) **Reference librarian** who reports to the coordinator of public services. Responsibilities: provide general reference service at the library's main reference desk, computerized database searching, and bibliographic instruction. Position entails teaching of at least one section of a course on use of the library, reference work with government documents, and use of OCLC terminals at the reference desk. Will also serve as subject bibliographer with responsibilities for collection building and faculty liaison in area of specialty. Scheduling includes flexible work hrs. with some night and weekend assignments. Required: ALA-accredited MLS degree. Preference will be given to candidates with either experience or appropriate subject background in computer science or mathematics. Second master's degree in a subject specialty highly desirable. 2) **Serials/catalog librarian** who reports to the head of the catalog department. Duties include: responsibility for cataloging, classification, and online maintenance of all serials and other materials as assigned; some online OCLC operational work and training and supervision of staff and students in performance of related activities; and interaction with acquisition services and public services staff. May include the teaching of a library orientation course and possible subject area collection development activity. Required: substantial experience cataloging and classifying serials titles, pref. involving knowledge and use of LC classification and subject headings, AACR2, and OCLC; ALA-accredited MLS degree. An added advanced degree desirable. Both the reference and serials/catalog positions are regular, full-time, tenure-track faculty positions. Full faculty rights, privileges, and obligations. Reappointment and promotion dependent upon evaluation of demonstrated progress and achievement towards meeting school and university criteria based on professional competence and growth, scholarly and creative activity, and appropriate university and public service. Positions will remain open until suitable candidates are found. Salary is commensurate with qualifications and experience, $15,500 minimum at instructor level, and $17,500 minimum at assistant professor level; these quotes are for a 10-mo., academic-yr. contract. Some opportunity for additional summer employment exists. Submit written application, resume, and the names and addresses of 3 references to: Chair, Selection Committee, **Central Michigan University, POB 2067, Mt. Pleasant, MI 48858.** CMU is an affirmative-action and equal-opportunity institution.

LAW LIBRARY

Head of technical services. Requirements: MLS or equivalent from an accredited library school. Several yrs.' experience in technical processing department. Significant previous experience. Knowledge of OCLC or RLIN, LCSH, SuDoc, and AACR2. Familiarity with automated library systems. Duties: responsible for planning and directing activities of technical services department. Supervise 3 librarians and several support staff. Evaluate, select, and oversee installation of automated system. Develop department's policies and procedures. Salary: from $28,000 plus benefits, commensurate with experience. Negotiable. Available: summer 1984. **Applications accepted until March 31.** Submit resume and letter of interest to: Matthew P. Downs, Assoc. Dean and Director of the Law Library, **William Mitchell College of Law, 875 Summit Ave., St. Paul, MN 55105; 612-227-9171.** Affirmative-action, equal-opportunity employer.

MEDICAL LIBRARY

Health sciences information services librarian. Responsibilities: medical reference, computer searching, clinical librarianship, library instruction, and special projects. Library serves schools of Medicine, Dentistry, graduate basic science programs, teaching hospital. Minimum salary: $16,750. ALA-accredited MLS required. Medical library, reference, or searching experience desirable. **Send letter and resume by March 30** to: Ralph D. Arcari, Director, **Health Center Library, University of Connecticut, Farmington, CT 06032.** AA, EOE.

OTHER

Coordinator. MLS from an ALA-accredited library school. Thorough understanding of library operations and of technology applications to them. Preference will be given to candidates with extensive knowledge of OCLC system and principles of cataloging. Ability to write clearly and speak before small groups. Duties will include providing training for OCLC automated systems, preparation of technical and training materials, preparation of profiles, responding to users' needs, and performing related tasks. Position involves substantial travel. $18,000–$24,000. TIAA insurance, TIAA retirement, health insurance, sick leave, and standard vacation. Reply to: Myra White, Administrative Coordinator, **OCLC Pacific Network, 9th and Dartmouth, Claremont, CA 91711; 714-621-8046.**

Customer service representative needed to provide technical support for database maintenance and production of COM catalogs. The library automation division of Brodart Co. is seeking a self-motivated individual with excellent verbal and written communication skills to act as a liaison between libraries and Brodart's technical and production staff. Responsibilities include assisting technical staff in the following areas: establishing profiles, responding to questions, resolving problems, creating and maintaining user documentation, developing training tools. MLS required with emphasis on library automation and information science. We are willing to train recent graduates with required technical interest and interpersonal skills. This position provides an excellent exposure to all facets of library automation. 5–10 percent travel anticipated. Permanent location will be Williamsport, Pa. Salary $16,000–$17,500. Position available immediately. Please forward resume, including salary history, to: **Brodart Co., 500 Arch St., Williamsport, PA 17705.** An equal-opportunity employer, M/F/V/H.

PUBLIC LIBRARY

Administrative librarian. An administrative position involving responsibility for all library functions at main library and branch subject to the policies of the board of directors. Requires MLS from an ALA-accredited school, minimum of 3 yrs.' library experience, and skills in library administration and business management. Needs knowledge of modern organizational methods and computer technology. Library is in a multiethnic suburban community of 28,000 located near Chicago. Staff of 28 (16 FTE). Library budget: $260,000. Position open May 15. Salary range: $19,000–$23,000. **Send resume by March 30** to the attention of: Shirley George, **Maywood Public Library, 121 S. 5th Ave., Maywood, IL 60153.**

Assistant city librarian/technical service, in dynamic public library serving community of 60,000 located 26 miles east of Houston, Tex. Coordinates all functions of technical service unit. Performs Dewey classification with LC subject headings. Shares in policy formulation and budget preparation for entire library program. Supervises on-going DataPhase conversion. Requirements: strong managerial ability. MLS and at least 4 yrs. of experience in various professional and administrative positions with emphasis on technical service. Salary: $23,646, liberal fringe benefits. Send resume to: Flora R. Wilhite, City Librarian, **Sterling Municipal Library, Baytown, TX 77520.**

Branch librarian for Upper Arlington Public Library system. Circulation 140,000, staff of 13. Supervise the operation of a 10,000-sq.-ft. library in an excellent suburban location, near OSU, OCLC, Battelle. Some experience preferred. Min. salary $15,823, 35-hr. wk., strong benefits. Write: Russ Walker, **Upper Arlington Public Library, 2800 Tremont Rd., Columbus, OH 43221; 614-486-0900.**

Branch librarian, Great River Regional Library. Responsible for the daily operation of the Elk River (Minn.) branch library and supervision of 3 part-time staff. Full-time position. City population is 6,785; located 30 miles from Minneapolis/St. Paul. The library is the largest of 22 branches in a consolidated public library system. Qualifications: BA or BS with 2 yrs.' successful library experience and coursework in library science preferred, or master's degree in librarianship or library media. Annual 1984 salary: $16,640. Position available June 1. **Submit letter of application, resume, and list of 3 references by March 30** to: Mona Carmack, Director, **Great River Regional Library, 405 St. Germain, St. Cloud, MN 56301.**

LIBRARY EDUCATION

THE STATE UNIVERSITY OF NEW JERSEY
RUTGERS

School of Communication, Info. & Library Studies
Full Professor for PhD Program

Senior-level scholar/researcher with international reputation and substantial record of publication and funded research in the area of information studies; theory and empirical research focusing on areas such as the creation, organization, dissemination, and functions of information; management of information resources and institutions; information policy; and/or evaluation of information and communication systems.

Salary: competitive at the highest national levels: $49,000+ possible.

Position open as of Sept. 1. **Send letter of application and resume by April 1** to: **Richard W. Budd, Dean, School of Communication, Information and Library Studies, Rutgers University, 4 Huntington St., New Brunswick, NJ 08903.**

Rutgers is an affirmative-action, equal-opportunity employer.

School of Communication, Information and Library Studies
Associate Dean

General responsibility for administrative functions of the school, coordinating academic programs, academic services, personnel administration, and academic planning and development.

Qualifications: earned doctorate. Teaching experience and record of scholarly research and publication at level of professor or senior associate professor in communication, information, journalism, or library studies. Administrative experience as department head or assistant dean. Evidence of communication skills and ability and willingness to work with others.

Salary: competitive at the highest national levels; high $30s–$40s.

Position open as of Sept. 1. **Send letter of application and resume by April 15** to: **Richard W. Budd, Dean, School of Communication, Information and Library Studies, Rutgers University, 4 Huntington St., New Brunswick, NJ 08903.**

Rutgers is an affirmative-action, equal-opportunity employer.

Branch librarian—urban library system seeks branch head for inner-city branch. Requires MLS and public library experience. Branch library experience desirable. Salary: $15,080. **Send resume by March 30** to: Administrative Assistant, **Louisville Free Public Library, Fourth & York Sts., Louisville, KY 40203.** An equal-opportunity employer.

Cataloger. Assistant to head of department. Supervises clericals in organizing and operating an automated cataloging system using MiniMarc equipment, catalog maintenance, and statistics keeping. Recent training in systems analysis & evaluation, information management, & automated systems desirable. Requires ALA-accred. MLS. Excellent fringe benefits. Salary range $14,957–$18,200. For application & position description, contact: Jessica Clarke, Head, Technical Processes Dept., **The Rosenberg Library, 2310 Sealy Ave., Galveston, TX 77550; 409-763-8843.**

Children's librarian. Beginning-level position available for energetic, creative professional in southwest Chicago suburb serving a community of 60,000. Collection of 170,000 volumes, 500,000 annual circulation, CLSI automation system, staff of 75 (18 professional); member of Suburban Library System. Minimum qualifications: MLS from ALA-accredited school; emphasis on service to children. Starting salary: $16,380–$20,400. Liberal benefits. **Deadline of March 31** or until candidate is selected. Send letter of application, resume, and names of 3 references to: Rita Bert, Head of Children's Services, **Oak Lawn Public Library, 9427 S. Raymond Ave., Oak Lawn, IL 60453.**

Children's librarian. Energetic, enthusiastic individual wanted to manage children's department, develop programs, conduct storytimes, work with schools and communities. MLS required. Experience with young adults and children preferred. Salary: $15,200 plus benefits. Send letter of application and resume to: Carla S. Klapper, Director, **Iberia Public Library, POB 1089, New Iberia, LA 70560.**

Children's specialist, "Center for Discovery." We are seeking a multitalented librarian to work in our highly acclaimed "Center for Discovery." This position offers a great deal of challenge and an ample opportunity for professional growth. The Public Library of Columbus and Franklin County has a strong tradition of creative programming for children and offers an opportunity to work with recognized specialists. The successful candidate should possess the following qualifications: 1) an MLS from an ALA-accredited institution of higher learning; 2) related experience and/or academic training in the delivery of children's service in a public setting; 3) demonstrated skills in written and oral communications. Columbus, which was recently designated as being the fastest growing metropolitan city outside of the Sunbelt, has a diverse population in excess of 1 million. As the capital of Ohio, the city offers numerous educational, recreational, and cultural opportunities. The PLCFC has a fully automated catalog and circulation system with 20 branches, a main library, an administration building, an outreach department, a staff of 367 employees, and a budget of $10.2 million. Our compensation package includes a comprehensive benefit program along with an excellent starting salary of $17,076.80. If interested, forward a resume in confidence to: C. E. Johnson, Director of Personnel, **The Public Library of Columbus and Franklin County, 28 S. Hamilton Rd., Columbus, OH 43213.** An equal-opportunity employer, M/F.

Director. Chesterfield County Library, a rural public library system with main library, 2 branches, and bookmobile, seeks energetic, responsible county librarian. ALA-accredited MLS and one yr.'s professional experience required; 2 yrs. with some supervisory/administrative experience preferred. Construction of new main library to begin early this year. Director will be responsible for public library service countywide and must communicate well with staff, library board, architect, government officials, and public during construction phase and after. Salary $15,789; good fringes. Send letter, resume, and 3 references to: **Chesterfield County Library, 130 Main St., Chesterfield, SC 29709.** Chesterfield County is an AA, EOE and does not discriminate against sex, age, race, religion, national origin, or handicapped status.

RESEARCH LIBRARY

PHYSICAL SCIENCES MATHEMATICS LIBRARIAN

ARGONNE NATIONAL LABORATORY, one of the nation's leading R&D laboratories, offers this excellent opportunity for an experienced librarian to supervise the physical sciences/mathematics branch library. This library is one of eight subject-oriented branch libraries at the Laboratory. It receives over 500 active journal subscriptions and all appropriate current monographs in its areas of interest.

The Branch Librarian is responsible for the operation of this facility which includes comprehensive collections in mathematics, physics, and computer science. Responsibilities also include literature searching, management and development of the collections, instruction and assistance to users in use of the resources, reference work, supervision of clerical employees, and cooperation with other branch librarians.

Qualifications should include 5 or more years experience in a physical sciences library, responsibility for collection development, and experience in providing comprehensive service to users (including experience with computerized data base search systems such as DOE-RECON, Lockheed DIALOG, SDC ORBIT, BRS, OCLC, and RLIN). Skill in dealing responsively and effectively with users is important. M.A. or equivalent in Library or Information Science with coursework in physics, mathematics, or chemistry also required.

We offer a good, competitive salary (starting range $1,690 to $2,700 per month) and excellent benefits which includes immediate vesting in our retirement programs (TIAA/CREF and others) and 5 weeks paid vacation. Argonne is located in the western suburbs of the Chicago Metropolitan area, 30 miles from the Chicago Loop. For consideration, send your resume with salary history to:

Rosalie L. Bottino
Box J-TIS-16181-1J
9700 S. Cass Avenue
Argonne, IL 60439
Affirmative Action
Equal Opportunity Employer

Public Library Director

Joint director for 2 suburban main public libraries with separate elected boards. Libraries share a new CLSI. Responsibility for total budgets of over $2 million, staff of 90, combined circulation 800,000. Requires MLS from accredited library school with demonstrated financial experience. Should be prepared to take an active part in the civic life of the communities. Salary $36,000+ depending on qualifications. **Requests for job description and application must be received by April 15.**

Send request to:

Search Committee
Baldwin Public Library
300 W. Merrill
Birmingham, MI 48012-3002

Director. City of 50,000 in the scenic Berkshires. Library maintains 2 branches and bookmobile. Library use is very active with 180,000 volumes and circulation of 600,000. MLS plus 5 yrs. of progressively responsible experience. Strong managerial, supervisory, and planning skills necessary. Must be assertive and articulate. Current salary range $21,965–$24,031; new range under negotiation. Salary history is requested. Applications may be sent to: Charles F. Sawyer, President, **Trustees of the Berkshire Athenaeum, 1 Wendell Ave., Pittsfield, MA 01201.**

Director, county library program in rural county, population 38,226, one hr. from the beach. Challenging position, requiring service-oriented administrator. Minimum requirements: MLS from ALA-accredited school; experience preferred. $13,000–$14,300; usual benefits. Submit resume, references, and transcript to: Doris Kennedy, **Williamsburg County Library, 135 Hampton Ave., Kingstree, SC 29556.**

Director, North Canton (Ohio) Public Library, member of MOLO Co-op. Information pertaining to position: 18,500 patrons; 250,430 volumes circulated in 1983; total volumes in collection 63,700; 1984 budget, $391,600. Director is responsible for a staff of 25, including 3 professionals, and 8 pages. Benefits include: 22 days' annual vacation; 9 paid holidays; partial paid health insurance; 15 days yearly sick leave, cumulative to 120 days; P.E.R.S. of Ohio. Requirements: MLS from ALA-accredited institution; 5 yrs.' experience in library supervision or administration. Salary range: $19,000–$23,000. **Submit letter of application and resume by March 31** to: Search Committee, **North Canton Public Library, 184 N. Main St., North Canton, OH 44720.** AA, EOE.

Head of technical services, Morley Library, Painesville, Ohio, the capital city of Lake County, 30 miles east of Cleveland. Available May 15. Primary responsibilities involve supervision of technical services and chief cataloger, with some time scheduled for public service area. Qualifications: MLS from ALA-accredited school and preferably 2 yrs.' cataloging experience on OCLC. Salary is negotiable from a base of $15,168, depending on experience. **Send letter of application, resume, and names of 3 references by April 15** to: John R. Gardner, Director, **Morley Library, 184 Phelps St., Painesville, OH 44077.** An equal-opportunity employer.

Librarian II. Library one hr. from N.Y.C. seeks innovative and energetic professional to lead its children's department, and supervise one part-time professional and one part-time clerk. MLS with substantial work in materials selection, programming, outreach, and people-oriented readers' service required; supervisory experience preferred. Salary $16,500–$20,000 depending on qualifications. Excellent fringe benefits. **Apply with resume and 3 references by March 15** to: George Trepp, **Long Beach Public Library, 111 W. Clark Ave., Long Beach, NY 11561.**

Library director, Bartlesville Public Library. Requires MLS from an ALA-accredited school. Prefer 5 yrs.' experience in public library with at least 2 yrs.' responsible supervisory experience. Salary $20,820 minimum to $27,913 maximum. Excellent fringe benefits. **Deadline April 15.** Qualified applicants apply with resume to: Susan Houtman, Chair, **Bartlesville Public Library Bd., 6th & Johnstone, Bartlesville, OK 74003.** Equal-opportunity employer.

Library director, Port Jervis, N.Y. IMMEDIATE OPENING. Required: eligibility for New York State Pub. Librarian Certificate. BSLS or MLS, 2 yrs.' professional exp. Salary $15,400–$21,500. Write to: **Civil Service, 14-18 Hammond St., Port Jervis, NY 12771;** or call **914-856-1942** for applications.

Library director. Waukesha (Wis.) Public Library, resource library for Waukesha County Federated Library System. City of 51,000, system population served 246,000. Supervises staff of 23 FTE, 1984 budget of $719,000, collection of 136,300 vols. Now writing building program statement, OCLC member, system is studying automation. Requires master's degree, and 5 yrs.' library experience, including supervisory experience, preferably in a public library. Building experience preferred. Beginning salary $29,600 with liberal fringe benefits. Appointment begins as assistant director, $22,088, for probationary period of not more than 6 mos. **Applications close March 30 at 4:30 pm.** Request further information from the library **(414-549-8161);** application blanks from: **Personnel Dept., City Hall, 201 Delafield, Waukesha, WI 53186.**

Library supervisor. Division head of Richland Public Library, responsible for managing library, staff, and services, and administrative budget control. Desirable experience includes: MLS degree from ALA-accredited school, considerable library management experience, and thorough knowledge of modern library management principles and practices. State of Washington library certificate, or ability to acquire same, mandatory. Salary range $2,387–$3,131 monthly with liberal fringe benefits. **Apply by March 15 to: Personnel Office, City of Richland, POB 190, Richland, WA 99352.** An equal-opportunity, affirmative-action employer.

Reference librarian. ALA-accredited MLS with strong public service orientation to provide general reference service. Assists in materials selection, collection development, program planning. Public library experience helpful. Salary $13,000–$14,500. Contact: **Personnel Dept., La Porte County Public Library, 904 Indiana Ave., La Porte, IN 46350.**

Reference librarian. Responsible for active reference desk and interlibrary loan services. Must be able to meet, communicate, and deal with varied public effectively. ALA-accredited MLS required. Salary: $15,200 plus benefits. Send letter of application and resume to: Carla S. Klapper, Director, **Iberia Public Library, POB 1089, New Iberia, LA 70560.**

Senior assistant managing librarian. Supervise the acquisition of government documents via depository and other arrangements for downtown and community library collections. Maintain the collections and records. Supervise support staff. Provide management support in all areas of the acquisitions/documents dept. and serve as librarian in charge in absence of dept. manager. Conduct special projects and studies. Qualifications include: an MLS from an ALA-accredited school of librarianship and/or Washington State certification as a librarian; 3 yrs. of progressively responsible experience in the supervision of a library function and staff, preferably in the area of technical processing and public services of government documents. Salary range is $25,284 to $31,236 annually, plus full benefits. **Deadline for submission and receipt of letter of intent and resume: March 31.** Send to: **Personnel Dept., Seattle Public Library, 1000 4th Ave., Seattle, WA 98104; 206-625-4935.** An equal-opportunity and affirmative-action employer.

Technical processing librarian for the Algonquin Area Public Library. Salary: $10,500–$14,500. Responsible for assisting department head in cataloging library's collection and entering data into CLSI computer, and some reference and adult services work. MLS and computer knowledge essential. Send resume and references to: Freda Stahl, **Algonquin Area Public Library, 115 Eastgate, Algonquin, IL 60102; 312-658-4343.**

SCHOOL LIBRARY

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Books (on cassette) are better than ever

A primer for serving the patron-with-Walkman

by Bryan Davis

STRUGGLING TO KEEP UP with the latest glamour technologies in library service such as computer and video, one can easily overlook a product of older technology that has steadily gained in popularity. In fact, it has become one of the most common nonbook information media around: the ordinary audio cassette.

Many people now recognize such virtues of cassettes as portability, sound quality, and relatively low expense. A go-anywhere medium, prerecorded tapes can be enjoyed where other media, especially books, cannot: driving, gardening, exercising, or washing dishes are but a few examples.

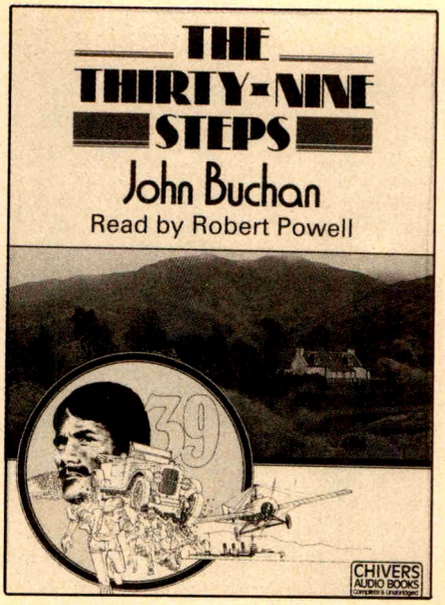
Although taped books have been in bookstores since the early '70s, the market for them is now maturing, possibly because more people have used audio cassettes as a learning tool in school.

Many libraries have circulated recorded books for years, especially to blind and physically impaired persons. Now, inexpensive versions produced and marketed for the average consumer offer libraries a new opportunity to develop spoken-word collections at prices competitive with conventional books.

Taking the plunge

It was with these thoughts in mind that we at the Oskaloosa (Ia.) Public Library decided two years ago to take the plunge with books on tape. We have been delighted ever since with the enthusiasm our patrons have shown for this service.

Initially, we introduced 48 abridged versions of popular novels, classics, and children's selections. In the first six weeks, these tapes had circulated 175 times, or 3.7 circs per title. Since then, they have accounted for a steady 2 percent of our total circulation though representing only .5 percent of the total collection. Audio cassette users have been of all ages and types, indicating a broad base of acceptance. Clearly, books on tape have been a worthwhile investment for us and represent a success that can be repeated in other libraries.



Typical of the unabridged recordings from Chivers Audio Books is Buchan's exciting adventure as read by Robert Powell, who starred in the recent remake of the classic Hitchcock film.

In this article I will describe how we handle books on tape in our public library, which serves a midwestern community of under 11,000. Much of the information presented here, particularly the list of companies at the end, should prove useful in other settings.

Determine audience and use

If interested in cassette books, you must first decide the purpose of this collection, which will affect its scope and eventual cost. Since just about any type of literature is available on spoken-word recordings, think carefully about which audience(s) your collection can reach within your means. Purpose of the overall library collection and current use patterns are the best guides.

We have chosen to serve a primarily general clientele by concentrating on popular novels, well known classics, and children's selections. But completely different areas of concentration such as poetry or serious prose might be the best choice for another user population. However, public libraries should plan to carry both children's and adult selections, since mothers of small children have been as enthusiastic about the tapes for youngsters as for themselves. By experimenting now and then with different types of tapes, you may uncover unsuspected user preferences while adding diversity to your collection.

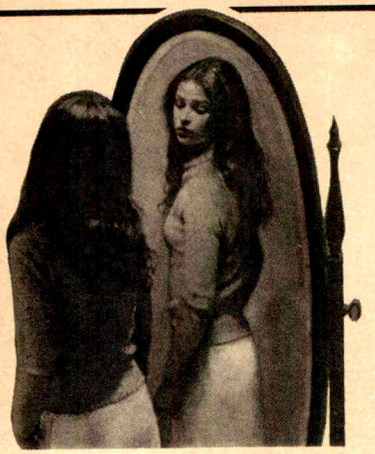
Another consideration related to scope is whether to buy full-length recordings or abridgments. Full-length recordings can run as much as $60 each, whereas abridgments usually cost under $15. In our case, we chose abridgments largely because of economy. Anticipating that the tapes would be used mainly for recreational listening, we didn't expect many objections to the abridged versions. In addition, the plain boxes in which full-length versions are commonly sold are useless for display, don't integrate well into book stacks, and require costly special binders. Given circumstances such as ours, we still feel abridgments are the best choice in the beginning. Others with a different set of users and more money, or who are less interested in public display of tapes, may come to the opposite conclusion with equally good results.

Displayed like paperbacks

Since we saw our tapes as having an appeal similar to paperbacks, it seemed that ease of access and browsing ability would be important factors in winning over patrons to cassette books. Therefore, we planned a prominent display in our new-book area, where patrons could readily handle the tapes and read the blurbs just as they would on a book.

A special rack was purchased with this in mind, and it has proved successful. Because our budget did not match our taste in library furniture, we settled for an inexpensive unit with a capacity of 96 titles. The display rack was purchased along with our first group of tapes from Listen for Pleasure (see no. 12 in the list). Designed for use in bookstores, it is an effective attention-getter. More aesthetically pleasing (and expensive) racks are available through library suppliers, but when shopping in catalogs look for these essentials: face-out display and ease of access for browsing. Other possibilities

Bryan Davis has been director of the Oskaloosa (Ia.) Public Library since his graduation from the University of Iowa library school four years ago.



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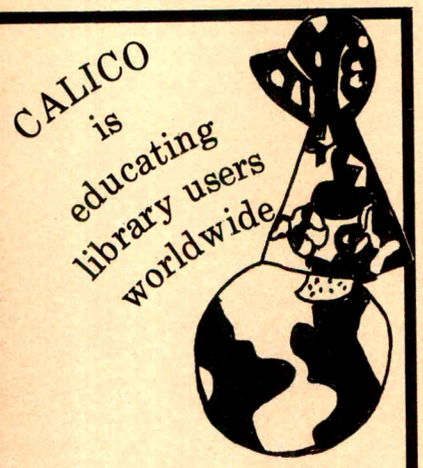

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Nancy Smith

Listen for Pleasure's display rack serves as an attention-getter at the Oskaloosa Public Library and allows patrons to browse through the tape selection as they would through paperbacks.

include zig-zag shelf inserts or adaptable paperback racks.

To prevent theft, or in situations where tighter control of the tapes is desirable, some librarians prefer to restrict direct access to cassettes, using the card catalog or some type of list to inform patrons about the collection. In special cases, this system may make perfect sense, but we feel it should be employed only where absolutely necessary. Tapes and users will find each other most effectively through the open approach. In most public library settings, open displays are no more risky for tapes than for books.

Helpful tips on packaging

Another practical matter related to display is packaging. Tapes come packaged in several basic ways, not all of them well suited to library display. Some companies, especially those offering abridgments on a single cassette, sell their product in a simple plastic box with a cardboard insert showing the title and author. Where multi-cassette titles are involved, you may find the plain cardboard boxes mentioned earlier. However, we prefer packaging that presents a book-like appearance, because it gives the cassettes a familiar look and can be easily shelved. Usually these packages contain one or two cassettes in protective plastic boxes joined to lightweight cardboard covers. We reinforce this type of binder with clear book tape to preserve eye-catching art work and boost durability. We have many tapes packaged and reinforced this way that are two years old and show very little wear in spite of 30 or 40 circulations.

For card pockets that wouldn't obscure vital information, we chose a type of self-adhesive clear plastic book pocket available from most library suppliers. (Look in the index to your supplier's catalog under Hang-Up Systems.) These pockets fit perfectly on the outside back cover of our binders, and cards can be removed for an unobstructed view of the blurb.

For cassettes arriving in plain plastic boxes, there are a number of ways to create a book-like format. These boxes usually include cardboard or paper inserts containing both imprint information as well as the names of the performers (or readers) on the recording. The sturdy vinyl cassette binders available from most library suppliers are the most durable choice. However, these binders are relatively expensive, so we use them only when we need to store three or more cassettes together.

For titles on fewer than three cassettes, we use the less expensive pressboard binders that come in one- or two-cassette sizes and are also available from several library supply companies. To spruce up purchased binders, we simply clip the cardboard inserts mentioned above and fix pieces showing author and title to the front and spine. This at least identifies them.

Cataloging books on tape

How to catalog cassettes—that is another question. By following recommendations in *Introduction to Cataloging and Classification*, 6th ed., by Bohdan S. Wynar, we developed a workable card format. We also use "Sound recordings" as a subject entry on both fiction and nonfiction to group the tapes in a section of the catalog, and we type "TAPE" in the upper left corner to readily distinguish them from other formats. Nonfiction tapes are classified and assigned subject headings just like nonfiction books.

Despite increasing availability of cassette machines such as Walkman in the home, we still have requests for players. We keep two on hand to lend, with another reserved for in-library use. Although players are not heavily booked, patron interest justifies their purchase. They are handy to have around for our own use as well. When choosing players, look for models that have permanently attached cords. You may prefer one of the models that come without the record function. Our players have jacks for multiple headsets, and we also provide the headphones for private listening.

Check for quality a must

When new tapes arrive, check them for quality by actually listening to them. When time is short, spot-checking may be the only practical method. But after running into a number of tapes that were poorly recorded, we began listening to them all the way through whenever possible. Our children's staff usually does this when operating the player won't disturb patrons and they can do other work while listening.

Of late, we have had little trouble with quality. Most firms are understanding about defects and have good return policies. But try to check tapes as soon after arriving as possible, since some companies require defects to be reported within a specified period for a free replacement.

Reviews of cassette books are found in such sources as *Library Journal* and *School Library Journal*, and in *Booklist* on the 15th of the month. John Politis's "Rockingchair" column in *Voice of Youth Advocates* regularly reviews books on tape, as do *Media Review Digest* and many other professional journals. These critiques offer comment on technical quality.

What follows is a list of companies producing or distributing recorded books that would be adaptable to library services. The list is representative if not comprehensive. I would welcome information from firms unintentionally omitted. Some of these companies carry more than cassette books, but the emphasis here is on the book and selections of each firm.

Discounts are sometimes offered; but since policies and specials are constantly changing, I leave it up to the buyer to check prices. Included in the description is a summary of our experience with a given company, if any.

Production companies

1. Audio Book Company (Cassette Book Library), (213) 799-4139; P.O. Box 9100, Van Nuys, CA 91409.

Full-length and two-cassette abridged versions and collections. Diverse title selection: popular, classics, children's, nonfiction. Narrated by prominent actors, mostly American. The full-length versions we have seen come in plain boxes; two-cassette versions; in attractive cardboard binders. We have experienced inconsistent recording quality with these tapes. Prices: full-length $16.95 to $59.50, two cassettes at $9.95 each. Full-length versions are also rented to the public.

2. AVC Corporation, 800-227-2020 or (415) 883-7701; 4 Commercial Boulevard, Novato, CA 94947.

Dramatizations of classics for adults and children. Some titles are reproductions of vintage radio plays, others are new productions. Read-alongs are available. Marketed under the trade name Jabberwocky in the school market and The Mind's Eye to the general public. Most titles are one or two tapes sold in cassette boxes. Prices: $5.98 to $9.98. Other types of cassettes also available. Sound quality is very good. We have a number of these tapes and have had very good luck with them.

3. Books in Motion, (509) 922-1646; E. 9212 Montgomery, Suite 502, Spokane, WA 99206.

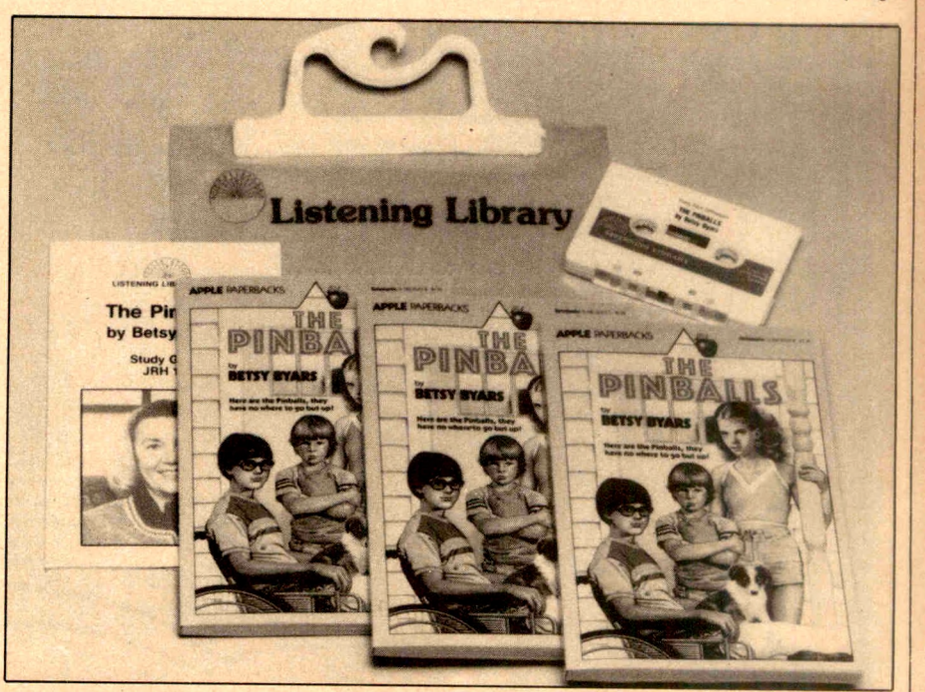
Full-length classics, popular, inspirational, motivational, etc. Primarily a rental company, but will sell also. Prices: $3.93 to $13.95. Packaging is in plain boxes. Samples not seen.

4. Books on Tape, 800-626-3333 (in California 800-432-7646); P.O. Box 7900, Newport Beach, CA 92660.

Full-length versions in plain boxes. Wide title selection including classics, popular, nonfiction. Prices are $8 per cassette for new recordings, $5 per cassette for used rentals. Most titles are between seven and twelve cassettes, some produced by Jimcin recordings (see no. 10). Samples not seen. Also sell abridged versions from Caedmon (no. 5) and Listen for Pleasure (no. 12) that include classics, popular and children's as well as other types of cassettes.

5. Caedmon, 800-223-0420 (in New York State (212) 580-3400); 1995 Broadway, New York, NY 10023.

Diverse selection of belles lettres and popular including children's, science fiction, classics, nonfiction, folk tales, plays, poetry; American, English, and world literature. Full-length, abridged, and excerpted versions on one or more cassettes or records. Some are dramatized, others read by prominent actors or the author. We have found these to be very high



Recorded books are only one element in this company's media package.

quality offerings. Prices: $8.98 to around $36 per title. (See also nos. 4, 20, 22, and 24.)

6. Cassette Classics, (702) 732-7676; P.O. Box 60366, Las Vegas, NV 89160-0366.

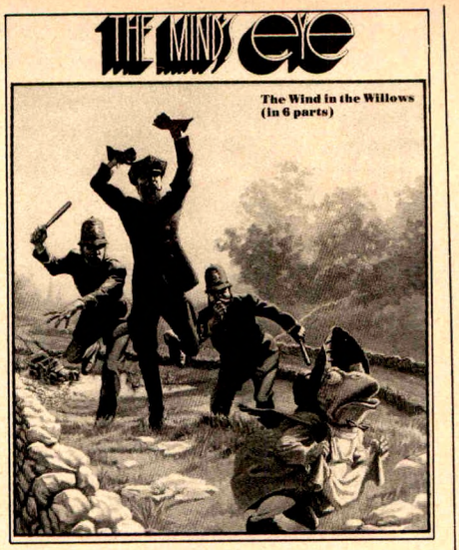
Only title available at present is an abridged dramatization of *A Tale of Two Cities.* Others in production are *Tom Sawyer, A Collection of O. Henry,* and *The Life of Helen Keller.* Samples not seen. Price: $14.95 each; order two at full-price and get subsequent tapes at half price. Performed by volunteers, both able and disabled, as an outgrowth of the International/National Years of Disabled Persons.

7. Chivers Audio Books. Distributed in the United States by G.K. Hall (see no. 21).

British in origin, full-length versions on four or six cassettes. Somewhat limited number of popular titles available at this time, all adult fiction. Their advertising emphasizes selections of "romances, romantic suspense, and other novels of sensitivity and emotion." Samples were examined. The packaging is excellent, consisting of dust proof vinyl binders with attractive cover art that are shelf ready. Good sound quality well narrated by prominent British actors. Prices are $29.95 for four cassettes, $39.95 for six.

8. Hear-A-Book, (213) 706-2234; 31200 La Baya Dr. #304, West Lake Village, CA 91362. Also distributed by Quality Books (see no. 25).

Abridged dramatizations on single cassettes in plastic case. Classics, mysteries, children's. Samples not seen. For average running time of over one hour, cassettes are $7.95. They also have Hear-A-Book Junior that features collections of stories and nursery rhymes with running times of about 15 minutes for $2.98 each.



Marketed as Jabberwocky in the school market and The Mind's Eye to the public, AVC Corporation audio dramas for adults and children are acted out by a full cast with a wide range of sound effects and music.

9. Jabberwocky, see AVC Corp. (no. 2).

10. Jimcin Recordings, P.O. Box 536, Portsmouth, RI 02871.

Many stories and collections of stories on single cassettes are available in both dramatized and narrated form. Full-length books also available. Classics, Russian authors, popular, short stories, some children's selections. Samples not seen. Prices: $6.95 for single cassettes with complete books ranging from $18 to $97. Some titles also carried by Books on Tape (see no. 4). Rentals also available.

11. Liberty Publishing Company (Literary Digest Cassette Tape Library), (301) 667-4093; 50 Scott Adam Road, Cockeysville, MD 21030.

Limited selection of single-cassette abridgments—classics, biography, Biblical. Sample tape seen. Clearly narrated by well known interpreter of books, Ermance Rejebian. Packaged in plastic box with cardboard cover. Price: $9.95 each. Counter display available.

12. Listen for Pleasure Limited, 800-962-5200 (New York State 800-252-1144); 417 Center Street, Lewiston, NY 14092.

British in origin. Abridgments on two cassettes (one four-cassette title recently introduced) in cardboard binders with excellent graphics—popular, classics, biography, nonfiction, children's. Well narrated by prominent British actors. Prices: $13.95 for two, $19.95 for four cassettes per title. Racks are available and may be purchased separately. These constitute the bulk of our collection, and we have had great success with them.

13. Listening Library Inc., 800-243-4504; P.O. Box L, Old Greenwich, CT 06870.

(Continued on page 170.)

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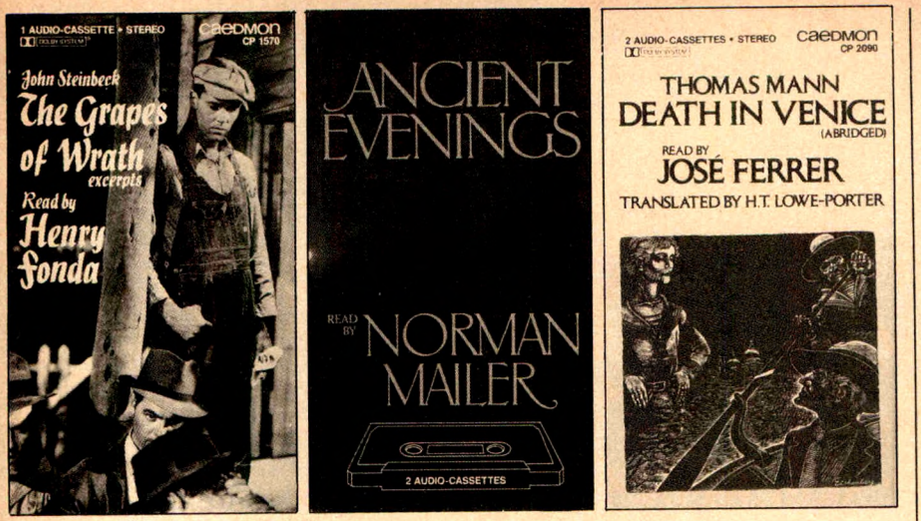

Prominent authors and actors read diverse selections from Caedmon.

This is only one of many companies offering recorded books as one element in a media package that may also include filmstrips or books intended primarily for the educational market. Cassettes and LPs of books may be purchased separately from other parts of the package, making them adaptable for casual listening. Samples not seen. Prices: $8.95 to $59.95 per title for cassettes only. British, Russian, American classics; classical and modern poetry; drama; and short stories plus a wide variety of other educational subjects. Both abridged and full-length. This company aims mainly at secondary-level educational programs.

14. Live Oak Media, (914) 277-4454; Box 116, Somers, NY 10589.

A variety of media packages in addition to tape books. This company has taken over the old Viking Recorded Book line, which offers abridged dramatizations. Sample tape sounded very good. Prices: cassettes only start at $8.95; cassette/book/filmstrip packages run up to $29.95. Aimed mainly at the primary grades.

15. Mind's Eye, see AVC Corporation (no. 2).

16. Random House School Division (Newbery Media Catalog), (212) 572-2521; 201 E. 50th St., New York, NY 10022.

Children's titles only, concentrating on Newbery Award winners and honor books. Purchase of cassettes or records with filmstrips and/or books is optional. Prices: most are $10.95 per title for a single cassette only. Samples not seen.

17. Recorded Books, 800-638-1304; 6306 Aaron Lane, Clinton, MD 20735.

Full-length recordings in boxes to rent or purchase and some abridgments by other companies. Classics, popular fiction, nonfiction predominate. Prices: $21.15 to $112.80 per title. Used cassettes available at $4.75 each. Samples not seen.

18. Spoken Arts, (914) 636-5482; Dept. R, P.O. Box 289, New Rochelle, NY 10802.

Belles lettres, children's, and other types of cassettes. Poetry and drama—American, British, international—some in foreign languages. A selection of Jewish works. Many children's selections available with books and guides. Prices: $9.95 to about $63, depending on title. Collections of cassettes also sold at package prices. Samples not seen.

19. Success Motivation Institute Inc., (817) 776-1230; P.O. Box 7614, Waco, TX 76714-7614.

Specialists in cassettes based on popular self-improvement and how-to-succeed books for business people, parents, teens, athletes, etc., in one-cassette abridgments. Samples seen. Recording adequate, a combination of narration and dramatization. Price: $11.95 for individual titles. To purchase, contact the company for the representative in your area.

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20. Cassette Co. (Cassette Communications Industries), (206) 851-3800 (in Northwest 800-841-TAPE); P.O. Box 1400, Gig Harbor, WA 98355.

Distributes a large selection from Caedmon (see no. 5) and also Success Motivation Institute (see no. 19) as well as a variety of other types of cassettes. Cassette books run $8.95 to $11.98.

21. G.K. Hall, (617) 423-3990; 70 Lincoln St., Boston, MA 02111.

Distributes Chivers Audio Books (see no. 7).

22. Ingram Book Company, 800-251-5902 (in Tennessee 800-342-5800); 347 Reedwood Drive, Nashville, TN 37217.

Distributes cassette books and other types of tapes for many different companies including Audio Book Co. (no. 1), AVC Corp. (no. 2), and Caedmon (no. 5). Look under "Cas" in its title microfiche for a full listing of all cassettes offered. *Orders for cassettes may be combined with book orders for maximum discounts.*

23. Jon-Tone Co. Inc., (203) 245-2968; 50 Mungertown Road, Madison, CT 06443.

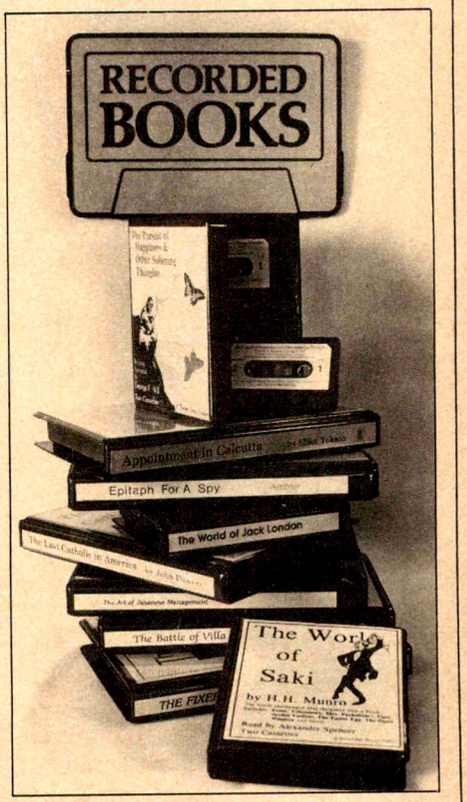
Distributes a wide array of tape products exclusively to libraries from most producers. Fiction, nonfiction, adult, and children's titles. Special lists may be requested or orders may be made from the producer's catalog.

24. Outlet Book Co., (212) 532-9200; 1 Park Ave., New York, NY 10016.

Distributes Caedmon (no. 5) titles.

25. Quality Books Inc., 800-323-4241 (in Illinois (312) 498-4000); 400 Anthony Trail, Northbrook, IL 60062.

Distributes Hear-A-Book products (see no. 8). □



Recorded Books specializes in full-length recordings that come in boxes suitable for library display.

The shape of ALA and of things to come

Part II, ALA 1984 Midwinter Meeting report

(For Midwinter Report, Part I, see AL, Feb., p. 100–104.)

President's fundraising workshop: live and delayed video

ALA President Brooke Sheldon announced at Midwinter that her Annual Conference President's Program will expand to one-day workshops held nationally during conference week. The topic is "Raising Funds for Libraries: Paths to the Private Sector."

The program, Sunday, June 24, 9:30 a.m.–12:30 p.m., will wind up Sheldon's year-long effort to help libraries raise money. The program will focus on how libraries can gain their share of the $60 billion in private monies awarded to worthy causes every year. The techniques may be equally valid in winning government support, Sheldon believes.

Lillian Bradshaw, former director of the Dallas Public Library, and Florence Greene, fundraising consultant, will contribute their expertise to the training activity. The entire program will be videotaped for the benefit of librarians unable to attend the Dallas conference. The tape will be flown to workshops being sponsored by ALA, state libraries, and library associations.

Besides presenting the videotape, the regional workshops will include live three-and-a-half hour sessions conducted by local trainers and designed by the President's Program Task Force. Participants will receive brochures on specific aspects of fund raising, including how to plan a campaign, use direct mail, and hire a fundraiser.

The task force would like to include examples of fundraising experience and expertise from all types of libraries. People are requested to share their experiences by sending reports, press releases, and other fundraising examples to Peggy Barber, Communications Services, ALA, 50 E. Huron St., Chicago, IL 60611.

The President's Program Task Force includes Patricia Breivik, Dan Bradbury, Peggy O'Donnell, Sharon Womrack, and Barber. The program is being planned in cooperation with ALA chapters, the American Library Trustee Association, the Library Administration and Management Association Fund Raising Section, and the Chief Officers of State Library Agencies.

More about alternative sources

The Library Administration and Management Association is sponsoring a preconference June 21–22 on "Fund Raising for Libraries," limited to 100 registrants. LAMA has also scheduled a two-hour program on "Special Events: An Alternative Source of Revenue," Monday, June 25th, 2–4 p.m. For information, contact Roger Parent, Executive Director, LAMA, at Headquarters.

Wedgeworth reports to Council on state of the Association

"The biggest story in ALA for 1983 is the Association's dramatic recovery from a $205,702 deficit as of August 1982 to a $167,548 positive balance [in general funds] as of Aug. 31, 1983," Executive Director Robert Wedgeworth told the ALA Council Jan. 10 at Midwinter Meeting in Washington, D.C. (*AL*, Feb., p. 100).

He continued: "But before we rejoice too loudly in our escape from the clutches of poverty, a few sobering facts emerge from the 1982–83 audit:

1. Although the Association has a strong asset base, it is cash poor. Our cash flow was assisted significantly by the [Public Library Association and Library and Information Technology Association] divisional national conferences in 1983, which had revenues well in advance of their expenses.

2. We have no reserves for our major revenue sources. Even a temporary resurgence of the poor business climate affecting ALA in 1981 and 1982 could sink us quickly into another deficit position before appropriate counter measures could be taken.

3. ALA membership reached an all-time high of 39,124 as of August 1983, but membership income grew by only 3.9%. Lacking the means to invest in a comprehensive membership retention *and* renewal program, we lost 1,272 regular members at $50

School library award people gathered to celebrate the new National School Library Media Program of the Year, co-sponsored by the American Association of School Librarians and the Encyclopaedia Britannica Companies. Successor to a 20-year program focusing on elementary school libraries and media-center impact on instructional programs, the new program is open to all types of schools and school districts, including high schools. It offers a total of three $2,500 awards in three categories. Forms are available from AASL; closing dates are in December. Pictured — with AASL President-elect Bettie Day (left) and President Judith King (2nd from rt.) — are members of the committee now selecting the 1983 winner, to be announced in spring: Jacqueline Morris, Wanna Ernst, Chair Donald Colberg, Geraldine Bell, and James Weigel. John Field of EB hosted the gathering, which paid tribute to Fred Kreuger, recently retired from EB and a prime supporter of the awards program.

and gained 3,382 new members at $25. This represented a net gain of only $20,950.

4. The reduction of expenditures for publishing of 1.4% less than 1981–82 suggests fewer products being produced for future sales. Lacking the means to invest significantly in expanded sales, we held expenditures below the prior year. This cannot continue without serious problems emerging in our publishing units.

Five-year projections

"Management and the Committee on Program Evaluation and Support (COPES) have drafted a five-year financial plan that presents in general terms our revenue and expenditure projections for the period 1985–89," Wedgeworth reported. "Our objectives are:

1. Eliminate use of the accrued income from Huron Plaza gradually over the next two years.

2. Establish operating reserve funds of at least 10% of net revenues for the Public Information Office graphics program and publishing departments.

3. Establish a second publishing reserve on a one-time basis at 10% of net revenues for investment in new products.

4. Establish a general funds operating reserve fund to support capital expenditures, finance special activities, restore program cuts, and absorb unexpected though necessary expenditures.

"The plan represents a simple and undramatic approach toward an appropriate level of financial stability for the ALA. It also positions us to invest in new revenue producing services and products within the scope of our educational charter."

In reviewing ALA activities in 1983, Wedgeworth reported that the Association for Specialized and Cooperative Library Agencies "operated in the black after a series of deficit years." As a result of the $900,000 National Endowment for the Humanities grant (see separate story), ASCLA presented a balanced budget to the Executive Board, which approved it.

Wedgeworth's full 10-page report, Council Document 22, may be requested from Miriam Hornback, Council Secretariat, ALA Headquarters.

Contributions to ALA Washington

In announcing an Alabama Library Association contribution of $100 to the ALA Washington Office discretionary fund, Councilor James Ramer told Council: "I would like it to be $1,000." Other chapter councilors added these pledges: Oregon, $500; Minnesota, $300; and Florida, Missouri, Montana, New Jersey, and West Virginia, $200 each, bringing the total to $1,900.

Honor to deceased ALA members

Council stood in silence one minute in recognition of the contributions to librarianship made by Ernest R. DeProspero, Jr., Mae Graham, Theodore Hines, Edmon Low, Peggy Pfieffer, Annette L. Phinazee, Elnora M. Portteus, and Jean Wichers, ALA members who died since Annual Conference.

COA continues accreditation

The Committee on Accreditation acted at Midwinter to continue the accreditation of two graduate library education programs leading to the first professional degree. They are the master of science in library science at Catholic University School of Library and Information Science, and the master of science at Drexel University College of Information Studies.

Publishers queried on trade book discounts

At Annual Conference last year, Councilor Marvin Scilken argued that publishers should favor public libraries with greater discounts on trade books. The Resources and Technical Services Division (RTSD) Bookdealer Library Relations Committee disagreed with the terms of his resolution. Scilken's proposal was referred to an ad hoc committee.

Annalee Bundy, chair of the ad hoc group, reported at Midwinter the committee had voted 5-3 to present a revised proposal. RTSD, the Library Administration and Management Association, and the American Library Trustee Association had voted in the negative.

The resolution, adopted by Council, declares that ALA supports "the concept of equal discounts on equal volume orders for all buyers and requests that American trade book publishers individually examine their discounts to libraries to see how such policy could be implemented."

Group charts "Heritage Trail" of public library landmarks

The Public Library Heritage Task Force, a group charged by the Public Library Association to develop projects to preserve and promote the history of the American library, met at Midwinter to chart its progress and discuss future activities.

Since its previous meeting at last year's Annual Conference, the task force has written to the state libraries of all 50 states to ask which libraries should be included on its "Heritage Trail" of public library landmarks across the nation. Questionnaires have been sent to the nominated libraries, and the process of selecting the final candidates has begun.

Before assembling its oral history collection of interviews with public library "pioneers," the task force is working to identify existing oral histories presently held in library school collections and other locations.

Task Force Chair Don Foos has written Chicago Mayor Harold Washington to ask about obtaining an exhibit building at the 1992 World Columbian Exhibition.

Foos announced that the task force was also planning to: make a presentation to the American Library Trustee Association board

Acts of Council Jan. 9-11, 1984

At its Midwinter Meeting sessions, ALA Council passed 20 resolutions listed below by Council Document number. To obtain any document, send your request with a self-addressed stamped envelope to Miriam Hornback, Council Secretariat, at Headquarters.

The Council voted to:

11. raise ALA personal dues.*

13. ask ALA Washington to include public libraries in Congressional laws providing for computer training.

14. place constitution and bylaws changes on the 1984 election ballot.

17. ask libraries to disseminate information about the arms race.

18. urge completion of the *Eighteenth-Century Short Title Catalogue.*

19. urge President Reagan to declare National Deaf Heritage Week Dec. 2–9.*

20. establish the Continuing Library Education Network and Exchange (CLENE) Round Table.*

21. call for continued U.S. membership in UNESCO.*

26. join the American Historical Association in opposing National Security Directive 84 requiring prior censorship of former federal officials' writings.

31.1 ask Congress and the Federal Communications Commission to reject access charges for library telecommunications.

31.2 commend Rep. Claude Pepper (D-Fla.) for early action reauthorizing the Library Services and Construction Act.

31.3 support reauthorization of the Higher Education Act with appropriate redrafting of Title II.

31.4 urge Congress to call a White House conference on libraries in 1989.

31.5 support legislation making public libraries eligible for Older Americans Act grants.

31.6 ask President Reagan to provide for equal and ready access to federally produced information.

31.7 urge the Office of Management and Budget to include the principle of equal access in its proposed circular on federal information management.

31.8 oppose a provision of Senate bill S.774 requiring full cost recovery for federal information.

31.9 study and monitor the public lending right issue.

32. ask publishers to individually review their trade discounts to libraries.*

33. reinstate the Ralph R. Shaw Award for Library Literature, donated by Knowledge Industry Publications, Inc.

*see *AL* stories in this or February issue.

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of directors to seek the involvement of trustees and friends groups; record the experiences of retired armed forces librarians; continue work on its pictorial history of public library landmarks; and make a recommendation to the PLA board of directors that the group be given the status of a standing committee until 1993.

Fighting back against thieves

On the heels of last fall's Oberlin Conference on Theft, at which librarians, booksellers, and law enforcement agents discussed their concern over book theft (*AL*, Nov. 1983, p. 648–50), the Security Committee of the Association of College and Research Libraries Rare Books and Manuscripts Section met to take action to combat the problem.

One of the issues raised at the conference was the need for stronger laws in many states. With this in mind, the committee plans to identify existing model legislation and gather it in a packet along with a guide to getting it passed in state legislatures.

The committee also plans to produce a set of guidelines for theft prevention, to be tested in various libraries; and a manual of procedures to carry out in the event of a theft.

Another need determined at the Oberlin Conference was for a National Security Office to serve as a registry of libraries' marks. Such a clearinghouse could also provide reference service on national and state legislation, offer a referral service for the appraisal of stolen works for insurance claims, and serve as an arbitrator in disputes of ownership over recovered items.

As the first step in creating this office, the Security Committee will identify other groups with a stake in the issue, such as the Antiquarian Booksellers Association of America and the Society of American Archivists, and meet with them to develop plans and seek funding sources.

Exemplary adult services sought

Adult Services in Action is a practically oriented series published by the Reference and Adult Services Division to highlight successful examples for use by other libraries.

At the publication's Midwinter advisory committee meeting, Editor Leandra Fox said she is seeking authors for articles on the following topics: library orientation programs for adults; bilingual programs in public libraries; consumer health education; career and job counseling in libraries; services to non-English-speaking groups; and using "prepackaged" library programs. Authors may contact Fox through the RASD office at Headquarters.

The second number in the series, published in February, is *Developing Arts and Humanities Programs with the Elderly*, by Ronald J. Manheimer. It is available for $2.95 from the Order Dept., ALA, 50 E. Huron St., Chicago, IL 60611.

Multicultural handbook proposed

First steps were taken at Midwinter to create a "social policy handbook" for librarians that would include, among other features, guidelines on dealing with stereotyping in children's literature; on building coalitions with cultural and racial groups in communities; and on articulating, to publishers, reviewers, and librarians, the need for cultural and bilingual parity in adult and children's literature.

Donnarae MacCann proposed the handbook at a meeting of the Social Responsibilities Round Table Civil Rights Task Force and prepared a brief prospectus that has been sent to relevant groups for comment.

The working title of the document is "Principles and Practices of Multicultural, Nonsexist, Selection, Networking, Bibliographic Work, and Other Social Responsibilities." In proposing it, MacCann said "one of the situations we face is that there are two points of view in our profession about what intellectual freedom means."

Intellectual freedom committees have refined the wording in interpretation of diversity in collection development, she said, but there is a de facto policy widely used in the profession. The de facto policy has involved a great deal of research that needs to be pulled together in one place, she said.

MacCann and Effie Lee Morris are overseeing the project. They are asking for comments and suggestions in the latest *SRRT Newsletter* and hope to interest experts in writing individual chapters soon enough to have a rough presentation of research material at Annual Conference in Dallas.

Training devices strengthen intellectual freedom fighters

Energies of the Intellectual Freedom Committee at Midwinter were divided between a full agenda of business items and sessions to train facilitators for the IFC's Annual Conference program in Dallas. The program will feature skits depicting confrontations between librarians and censors, and the facilitators will lead small groups in discussing how the situations could have been defused.

In another training effort, the IFC is preparing a "Working with the Media" package to help librarians use the press when dealing with intellectual freedom issues. The kit, to include a training manual, transparencies, and audio and video cassettes, will be followed by a similar package on lobbying and legislation.

Another project planned by the committee is a survey of 100 to 150 public libraries on

Subliminal message. Taking her daughter Autumn to an ALA meeting for the first time, Karen Tallman of Iowa State University Library provides subtle input for the 14-year-old's career considerations. Autumn was politely noncommittal about her present leanings.

The subject is — books! Imagine, discussing books at a library meeting, and with such feeling. But at ALA Midwinter Meetings, the Association for Library Service to Children's Notable Children's Books Committee is one of several units discussing the year's best titles, as well as larger literary issues. In addition to its Notable Children's Books of 1983, ALSC has announced "Notable" lists of children's filmstrips, films, and recordings. The Young Adult Services Division has announced its Best Books for Young Adults list and Selected Films for Young Adults 1984. The Reference and Adult Services Division has released its Notable Books from 1983. The March 15 *Booklist* will include the notable lists for adult, children's, and YA books. List brochures will be announced in *AL* as available.

collection diversity and how censorship pressures affect selection and circulation practices.

An IFC subcommittee is working to develop a definition of "censorship incident" and other terms to insure a consistent base for comparison when researching censorship trends.

The committee also released a background paper on the issue of circulating R-rated movies to minors. The paper includes legal information provided by ALA counsel and recommends that libraries apply the same standards for the circulation of films as they do to books, and that they resist all attempts to "label" materials.

The IFC and the Intellectual Freedom Round Table prepared an open letter to the library community regarding Dodd, Mead, and Company's decision to cancel publication of three titles containing language offensive to the publisher's parent company. Calling the act "fraught with danger to the free flow of information," the statement recommended that libraries "protest such impositions in every possible way."

The IFRT agreed to take over responsibility for the presently inactive Task Force on Coalition-Building from the IFC, and announced that the 1984 John Phillip Immroth Memorial Award, honoring notable contributions to intellectual freedom, would be presented to Gene D. Lanier, professor of library science at East Carolina University, at the IFRT's program in Dallas.

Ref staff survey released

The preliminary results of a survey of reference departments of large and medium-sized academic libraries hold no surprises about librarians' majority gender, but reveal high levels of education and experience.

The survey, sent to 106 libraries last May by the Reference Services in Large Research Libraries Discussion Group of the Reference and Adult Services Division, was a followup to a 1976 study of reference department organization, staffing, and function conducted by the group.

Among the early findings, with 75 libraries responding thus far:

- The preponderance of reference department staff members—69 percent—is female.
- Eleven percent of the reference librarians work part time; and this group is even more overwhelmingly female than the total.
- Thirty-six percent have a higher academic degree in addition to the MLS: 29 percent hold a second master's and 7 percent a Ph.D. Just over 6 percent are currently working on an additional master's.
- Over 62 percent have more than seven years' experience. Around 22 percent have four to seven years' experience, and 15 percent have three years' experience or less.

Public to test LC optical disks

Plans call for the public to begin testing, as early as May, the optical disk storage and retrieval system being developed by the Library of Congress (*AL*, July/Aug. 1982, p. 476–78). Six "user stations" will be located in high activity areas of the Library, among them the Law Library, Science, and Main Reading Rooms. LC staff will use questionnaires and interviews to analyze user reaction to such factors as ease of viewing, print quality, response time, lack of color display, and fees for hard copy.

Ellen Hahn, chief of LC's General Reading Rooms Division and manager of the design print pilot experiment section of the project, told an RTSD/Association of American Publishers Joint Committee meeting that the Library has received the first half of the equipment needed for the project.

The system test, which began in January, involves entry of full pages of data from high-use journals, law materials, manuscripts, music scores, and maps onto 100 optical disks. The disks are stored in a jukebox-like device that can select and play them one at a time. The full-page images are quickly transferred from optical disks to a buffer system that provides the image to users at terminals, so that the optical disks can be re-stored and available for other uses immediately.

Hahn reported that nearly half of 90 publishers contacted are allowing LC to include their high-use current publications in the pilot. A group of publishers and librarians is advising LC regarding copyright implications of the pilot.

End of Midwinter Report

(ALA Report continues next page.)

Critical issues. Christina Carr Young, left, of the American Association of School Librarians' "Critical Issues" discussion group, finds the exhibits area worthy of some serious exchanges, too. With her is Claudia Dansby of DataPhase.

ASCLA, LITA, CLENE & LAMA announce preconferences

Communicator Arch Lustberg, who spoke on "Testifying with Impact" at the Midwinter Meeting President's Program, will conduct an all-day training session Friday, June 22, at the Hyatt Regency in Dallas.

Titled "Dealing with the Media, Political Officials, and Other Often Hostile Audiences," the preconference is sponsored by the Association of Specialized and Cooperative Library Agencies (ASCLA) State Library Agency Section. For information contact ASCLA at Headquarters.

- The Library and Information Technology Association (LITA) announces a two-day preconference institute designed to tell librarians how to negotiate a contract after choosing an automated system. "The Art and Politics of Contract Negotiation" will be held June 21–22 at the Hyatt Regency. For information, contact LITA at Headquarters.
- "Orchestrating and Conducting Conference Programs" is a one-day workshop June 22 sponsored by the Continuing Library Education Network and Exchange (CLENE) Round Table. Contact Syd Popinsky, Program Chair, Texas State Library, POB 12927, Austin, TX 78703 (512-475-4110).
- The Library Administration and Management Association (LAMA) Buildings and Equipment Section is sponsoring a two-and-a-half day preconference June 20–22 in Dallas. The topic: "Planning Library Buildings: From Decision to Design."

LAMA's Public Relations Section is holding a two-day preconference, "Getting on the Air," June 21–22 at the Plaza of the Americas.

"Automated Circulation & Beyond: Broadening Access to Services & Collections" is the subject of the LAMA Systems and Services Section preconference June 21–22. It will be held at the Holiday Inn Downtown.

For information about the LAMA preconferences, contact LAMA at Headquarters.

Annual Conference corrections

T.V. Travel has announced its special roundtrip discount rate from Seattle to the ALA conference in Dallas is $362.

The ALA Office for Library Personnel Resources Placement Center will be open on Tuesday, June 26, 9 a.m.—2 p.m.

The All Conference Reception hosted by the Dallas Public Library will be held Saturday, June 23, 7:30—10 p.m.

Literacy coalition attracts big bucks and phone calls

The Coalition for Literacy, coordinated by ALA, received $125,000 in January and promises of additional funds for its national literacy awareness campaign. The coalition of 11 organizations is dedicated to eradicating the functional illiteracy of some 23 million American adults.

The funding was contributed by the U.S. Department of Education ($50,000), B. Dalton ($50,000), and the General Electric Foundation ($25,000, the first payment on a $75,000 pledge). The total enabled the coalition to instruct the Advertising Council of America to begin designing the multimedia ad campaign to be launched next summer.

A promise of $350,000 more came from the new Business Council for Effective Literacy. McGraw-Hill Chair Harold W. McGraw launched the council Jan. 20 with $1 million of his own money. He indicated that one of the council's first funding efforts will be to provide $350,000 to the Coalition for Literacy. ALA member Dan Lacy is executive vice president of the council.

Coalition coordinator Jean Coleman reports that the toll-free literacy hotline attracted a record 7,400 calls in January as a result of the airing of the documentary film *Can't Read, Can't Write* and the "Good Morning, America" appearance of Barbara Bush. Fifty-nine percent of the calls came from potential volunteers, 32 percent from potential students. The telephone number is 1-800-228-8813.

Barber appointed to head ALA Communications Services

Peggy Barber, Public Information Office director since 1974, was appointed ALA Associate Executive Director for Communications effective Feb. 6.

In her new position Barber heads the new

ALA Nominating Committee seeks candidates for top jobs

The 1984–85 ALA Nominating Committee requests your aid in identifying candidates for ALA vice-president/president-elect and for Council.

The successful candidates for vice-president/president-elect will serve in the 1985–86 term. The councilors will be elected for four-year terms beginning at the close of the 1985 Annual Conference.

To help ensure that a cross section of individuals fully representative of the ALA membership is presented on next year's ballot, the committee uses the Nominee Suggestion Form. The various kinds of background information will help the committee evaluate areas of special interest and competence.

Suggestions must be sent by April 1 to the chair, Thomas E. Alford, Assistant City Librarian, Los Angeles Public Library, 630 W. Fifth St., Los Angeles, CA 90071.

NOMINEE SUGGESTION FORM
Return by April 1, 1984
(Use this form, or a similar format with additional space.)

Submitted by: **Name** _____

Address _____

_____ **Zip** _____

I should like to be considered for nomination for, OR I suggest the following nominees for: ☐ ALA vice-president/president-elect 1984–85; ☐ ALA treasurer, 1984–88; and/or ☐ ALA Councilor at Large, 1984–88.

Name: _____

Present Position: _____

Address (incl. zip): _____

(Optional) **Sex:** _____ **Race:** _____ **Bus. Phone:** _____

To assist the committee in its considerations, kindly provide as much of the following information as possible:

Nominee's ALA Participation (major offices, memberships, and/or activities):

_____

_____

Nominee's Participation in State, Regional, and Other Assns. (major offices, memberships, and/or activities):

_____

_____

Other Pertinent Information Regarding the Nominee: _____

_____

_____

For Committee Use: Region _____ Type of Library _____

department of Communications Services, overseeing planning and administration of ALA conference arrangements, membership promotion, and public relations and information.

A Phi Beta Kappa graduate of the University of California/Riverside, Barber holds an MLS from Rutgers University. She served as reference librarian at the San Francisco Public Library and as special projects librarian at the Orange County (Calif.) Public Library.

"Let's Talk" project to hold first workshop in April

"Let's Talk about It: Reading and Discussion Programs in America's Libraries," the $900,000 project sponsored by the Association of Specialized and Cooperative Library Agencies (ASCLA), will hold its first regional workshop near Madison, Wis., April 27–29. The two-year project funded by the National Endowment for the Humanities aims to bring adults, scholars, and literature together in community libraries across the nation (*AL*, Dec., p. 696 and 698).

Midwestern state teams representing the state library, library association, humanities council, and humanities community will be trained to sponsor "Let's Talk about It" programs. By July, the teams will submit proposals for local participation to ASCLA, with selections made by July 31.

Similar workshops will be held in Pomona, Calif., Sept. 21–22, and in Sulphur Springs, W. Va., Nov. 3–6. The participating teams will send in their proposals and all selections will be made by Dec. 31.

The "Let's Talk about It" format is based on time-tested reading discussion programs in libraries of all sizes. Each library group examines a given theme in each of five meetings held every other week for 10 weeks. Each discussion centers on one of five works. Speaking for 30–40 minutes, a scholar introduces the book, then participants discuss the work.

ASCLA is preparing a packet designed to provide information for local libraries and scholars on how to conduct reading discussion programs. The materials will include a manual and, for each of six suggested themes, an essay, five recommended titles with notes, an annotated bibliography, a poster, and a public relations kit. All the packet materials will be available to libraries next fall.

Librarians who wish to participate are encouraged to ask state library agencies, associations, or humanities councils to send a team to the regional workshop. Each state sending a team may apply for an award of money, consultation, or technical assistance. Cash awards totaling $250,000 will be presented to 10 to 15 states to help develop the programs.

For more information, contact the "Let's Talk about It" program, ASCLA, at Headquarters.

Unit Offerings from 50 E. Huron

Books for the Youngest Child, reprint from *Booklist*, Nov. 1, 1983. 3 pages, 25 cents with a stamped, self-addressed No. 10 envelope from *Booklist* (0-8389-6622-5).

Degrees and Certificates Awarded by U.S. Library Education Programs 1979–81, Office for Library Personnel Resources. 5 pages, free with SASE from OLPR.

EMIE Bulletin, Ethnic Materials Information Exchange Round Table. Quarterly, free to EMIE members; subscriptions $4 per year, $1.50 per issue from EMIE, c/o Queens College Community Facilities Bldg., Rm 251, Flushing, NY 11367 (0737-9021).

Environmental Control for Library Collections: A Checklist and Bibliography, Library Administration and Management Association. 5 pages, free with SASE from LAMA.

Financial Assistance for Library Education, Academic Year 1984–85, Standing Committee on Library Education. $1 per copy with rates available for multiple copies from SCOLE.

"Graduate Library Education Programs Accredited by the American Library Association," March, 1984. Single copies free with SASE; 2–50 copies, $1; 51–100 copies, $2; more than 100, $3, with check payable to ALA/COA from Accredited List, Committee on Accreditation.

Humanizing the Work Place: Quality of Work Life in Libraries, Office for Library Personnel Resources TIP Kit No. 4. $10 from OLPR.

LAMA Newsletter Special Supplement: Program Highlights, 14 program summaries from the 1983 Annual Conference, edited by Edward D. Garten. 11 pages, $2 from LAMA.

Librarians: A Study of Supply and Demand, by Nancy A. Van House, et al., reprint from June 1983 *American Libraries*. 6 pages, free with SASE from the Office for Library Personnel Resources.

The 1983–84 Official Directory of State and Regional Affiliate Organizations, American Association of School Libraries. 18 pages, $10 from AASL Order Dept. (8389-6618-7).

1984 Power Tools Publicity Book, Public Information Office. 115 pages, $4 from Library Graphics, PIO.

Online Bibliographic Database Searching in College Libraries, comp. by David Carlson and P. Grady Morein, Association of College and Research Libraries CLIP Note No. 4–83. 132 pages, $15 to ACRL members, $19 to others prepaid from ACRL (0-8389-6624-1).

Positive Aspects of the Contemporary American Family: A List of Books and Films Selected by the Media Selection and Usage Committee, Young Adult Services Division. 6 pages, 50 cents from YASD.

Scholarships for which Foreign Students Are Eligible to Apply, Standing Committee on Library Education. Free with SASE from SCOLE.

Skills for Library Planning: A Checklist and Bibliography. Library Administration and Management Association. 5 pages, free with SASE from LAMA.

Women in Libraries 1982: A Bibliography, by Katherine Phenix. 10 pages, 50 cents from the ALA Committee on the Status of Women in Librarianship.

Young Adult Reference Services in the Public Library by Mary K. Chelton. 15 pages, $1.50 from YASD.

Your input requested

- Public and academic librarians who wish to participate with humanist scholars in six two-day regional workshops designed to initiate cooperative humanities programming projects should contact Shirley Mills-Fischer, Barbara Macikas, and Julie Virgo at Headquarters.

The Association of College and Research Libraries and the Public Library Association have been awarded a $209,944 grant to conduct the workshops in 1984 and 1985.

- Groups belonging to Friends of Libraries USA are invited to send representatives to celebrate the fifth birthday party of FOLUSA at noon on Friday, June 22, on the plaza in front of the Dallas Public Library.

Please include names and addresses of local newspapers as well as the names of your representatives, or indicate that your group needs a Texas friend to represent you. Contact FOLUSA Birthday Celebration, Rosica, Mulhern & Associates, 627 Grove St., Ridgewood, NJ 07450.

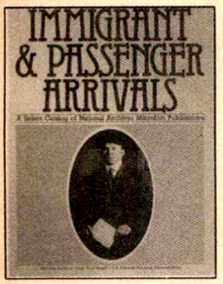
- For the Young Adult Services Division President's Program at Annual Conference, "Who Speaks up for Youth: Intellectual Freedom, Public Relations, and the Library," YASD needs information about how public libraries inform their users of library operations related to intellectual freedom. Please send examples of how your library communicates with users; who is allowed to borrow what; and how YASD materials are selected and reevaluated to Pat Latshaw, Akron-Summit County Public Library, 55 S. Main St., Akron, OH 44326.

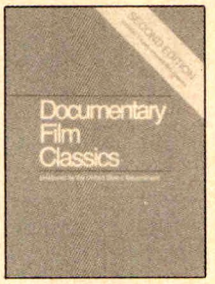
- The new Resources and Technical Services Division Resources Section Canadian Resources Study Committee invites colleagues interested in Canadian concerns to contact committee Chair Nancy Crane, Head, Reference Dept., University of Vermont Library, Burlington, VT 05401.

- The Association of College and Research Libraries Audio Visual Committee is calling for papers to be presented at the 1985 Annual Conference program "Integrated Library Systems—The Media Factor." Persons with experience in automated media services in libraries are asked to submit a one-page letter outlining their areas of interest to Richard Matzek, Library Director, Nazareth College of Rochester, NY 14610. Deadline for the letter of intent is June 10, 1984. □

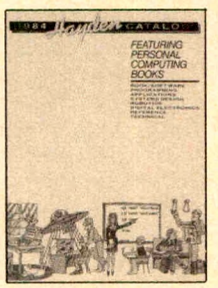
A small catalog of catalogs from the Midwinter '84 exhibits

From the record 276 exhibit booths at ALA's Midwinter Meeting in Washington, four AL *editors grabbed a trunkload of literature and later selected these 17 catalogs as a minute sampling.*

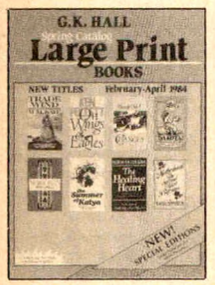




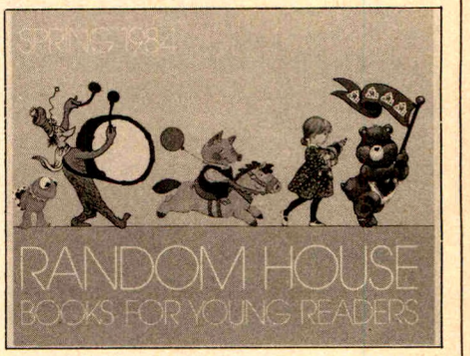
National Archives goodies. "Immigrants" is from a series describing microfilm pubs of high research interest. Request on library stationery from National Archives Trust Fund Board, Wash., DC 20408. "Film Classics" adds nine titles in its 2nd ed. Write National AudioVisual Center, NARS, GSA, Inf. Services JL, Wash., DC 20409.



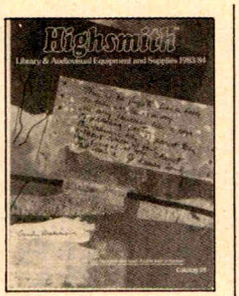
Hacker specials. The B&T catalog describes some 550 books and 100 software titles. Write B&T, 6 Kirby Ave., Somerville, NJ 08876. For Hayden's colorful catalog of computing books, write Hayden Book Co., 10 Mulholland Dr., Hasbrouck Heights, NJ 07604.



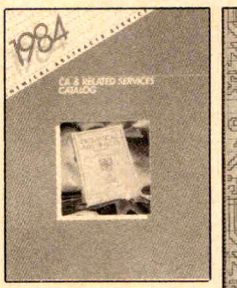
Easy reads. The latest in large-print editions of popular books: G.K. Hall, 70 Lincoln St., Boston, MA 02111. At right, Crestwood House (Hwy. 66 So., Box 3427, Mankato, MN 56002-3427) says it gives meaning to "high-interest, low-readability" with subjects kids love.

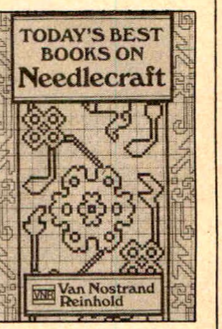


Ducks, bears, and Yooks are in order—not to mention thousands more creatures parading in spring catalogs of children's book publishers. These two come from Little Brown, 34 Beacon St., Boston, MA 02106, and Random House Juvenile Books, 201 E. 50th St., New York, NY 10022.

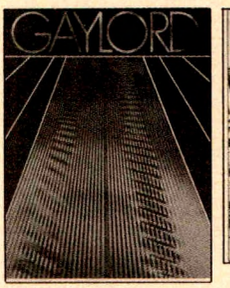


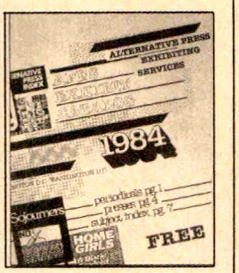
Heavyweights. These thick catalogs are jammed with illustrations. Phoenix (468 Park Ave. So., New York, NY 10016) weighs in at 304 pages. Highsmith (POB 800, Hwy. 106 E., Ft. Atkinson, WI 53538) at 268.



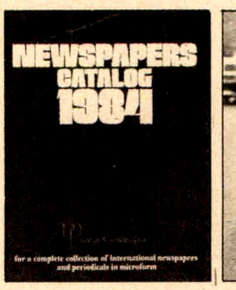


Two cultures. Left, chemical-info services galore from Chemical Abstracts, Marketing Dept. 34183, 2540 Olentangy River Rd., Columbus, OH 43210. Less abstract is a pocket-sized catalog of 64 needlecraft titles, from Library Service Dept., Van Nostrand Reinhold, 135 W. 50th St., New York, NY 10020.



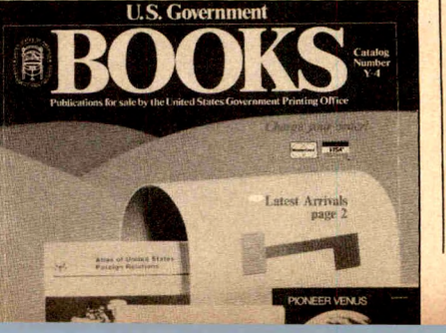


Big and little. Gaylord's 272-p. catalog reads like a world's fair of library supplies, automation, and furniture. From Gaylord Bros., Box 4901, Syracuse, NY 13221. The tabloid APES Exhibit Catalog features 48 small-press items; write Alternative Press Exhibiting Services, 4426 S. Belsay Rd., Grand Blanc, MI 48439.



Newspapers on microfilm. Both catalogs feature historical and contemporary newspapers, domestic and international. Both have lively, informative copy. Left: Research Publications, 12 Lunar Dr., Drawer AB, Woodbridge, CT 06525. Right: University Microfilms International, 300 N. Zeeb Rd., Ann Arbor, MI 48106.

Get 'em while they last! Who knows which popular government titles will be axed next in the name of efficiency? This 56-page illustrated catalog features many well priced beauties. Ask for Catalog Y-4, SuDocs, GPO, Dept. 33, Wash., DC 20402.



Create:

Customized reference statistics programs

by Dana E. Smith

Ed. note: "Software Showcase" features announcements of microcomputer programs of special interest to library professionals. Software designers are invited to submit brief factual descriptions of their programs for consideration.

Inclusion of a product in this department in no way constitutes endorsement by ALA or any of its units.

Libraries share a common interest in the collection of reference statistics to facilitate planning and improve reference services. However, the lack of standards for uniform measurement and evaluation of reference services requires each library to act independently when designing a procedure for descriptive reference statistics. The result: inconsistencies in the methodologies used for this purpose.

Efforts have been made to overcome this problem by establishing a standardized format for the collection and reporting of descriptive reference statistics; but thus far no agreement has been reached on the overall design, content, and method of implementation of these standards.

Meanwhile, reference managers and researchers want to collect as much meaningful information as possible without placing undue constraints on those collecting and analyzing the recorded data. But in many surveys, the research objectives have been compromised due to inflexible or burdensome data encoding and decoding procedures. Reference transaction tally sheets must be collected, sorted, and manually analyzed. Optical-mark scan sheets used for this purpose have reduced much of the work involved in this process, but they are inflexible and costly to produce.

Dana E. Smith developed Create with his partner Steve M. Hutton. Co-owners of Microdex, both are librarians at Purdue University, W. Lafayette, Ind.

No programming experience needed

The Create program was designed to allow its users to develop their own customized, flexible programs for collection and analysis of reference statistics, using the microcomputer for direct input and immediate analysis of data. The program was developed by librarians in recognition of a need for various types of libraries to quickly and easily define their management statistical support requirements. Create gives librarians the freedom to structure statistical reports through their own program designs even if they have no programming experience. The program prompts the user from start to finish to develop unique programs for statistics collection requirements. From simple transaction tallies to complex analysis of elements of the reference transaction, the breadth and depth of the desired sample format is determined by the user.

A sample of some of the possible fields for inclusion and testing within the Create program is shown in Figure 1. Figure 2 demonstrates the nature of the two-dimensional frequency table which can be generated immediately on any two of these fields.

Cost and system requirements

The Create package will operate on the Apple II+ or Apple IIe with 48K RAM and the Apple DOS 3.3 operating system. The accompanying user manual is written for users with all levels of understanding of microcomputer operation. The manual suggests various types of programs that can be designed to produce useful reports while running simple or complex reference transaction analyses. Hints for possible sample techniques for use with the Create program are also included. The Create program, user manual, and blank program sheets are available for $80 plus $2.50 shipping from Microdex, 3000 Pemberly Court, Suite 3, West Lafayette, IN 47906.

Introductory offer

As an introductory offer, Microdex will give a 50-percent discount to selected users of the Create program. Users receiving the discount will be asked to participate in a survey to assist in future program enhancement. Microdex will choose a representative sample of various library types and settings in determining the locations receiving the discount. For information at no obligation, contact Microdex. □

```
SELECT THE TWO FIELDS FOR THE
FREQUENCY COUNT TABLE

(1) DAY OF WEEK     (7) DURATION, MINUTES
(2) MONTH           (8) DURATION, SECONDS
(3) TIME, HOUR      (9) IN PERSON, PHONE
(4) TIME, MIN      (10) PATRON TYPE
(5) ANSWERER       (11) SOURCE
(6) TYPE OF ?      (12) SUBJECT
```

Figure 1: Sample fields.

```
?10,11
TWO DIMENSIONAL
FREQUENCY TABLE

ROW:  PATRON TYPE
COLUMN:  SOURCE USED
          1     2     3     4     5
1         1     0     0     0     0
2         0     0     1     0     0
3         0     0     0     0     0
4         0     0     0     0     0
5         0     0     0     0     0
6         0     0     0     0     0
7         0     0     0     0     0
```

Figure 2: Two-dimensional frequency table.

© 1982 Jayne Roorda

Sharon Herrick gives the shush sign while cast members ready for "Everything's Up to Date in Central Reference." They are from left, Sylvia Geiger, Catalog Department; Vicki Mills, principal cataloger; Spencer Hunter, Music Library staff member; Herrick; Robert Maxwell, student assistant; and Mary McWhorter, Oriental Studies Collection.

Musical rejuvenates an academic library's blahs

The staff loved it. They went back to their jobs singing the songs, humming the tunes, and dancing the steps. They glowed for weeks afterward. It was the first time some of us felt we were all in this together.

That's how Sharon Herrick summed it up for the University of Arizona Library staff, which presented a musical last year before UA's library community. Herrick heads the Serials Receiving Station and was writer, director, and producer of the spectacle.

She dreamed up the entertainment last summer to dissipate the "gloom and doom" caused by such calamities as hiring freezes and a book processing budget that was never adjusted to the increased book-buying budget.

The production was filled with songs about library work and was performed by staff members. "It had the kind of magically unifying effect that even across-the-board pay raises can't accomplish," said Herrick.

In the fall a wary but willing cast of 10 or 12 began rehearsing during lunch breaks. The show was scheduled for an all-staff holiday party in December.

"The library administration actively supported the project from the beginning and, in the end, the administrators themselves even played cameo roles. This fact alone had a terrifically positive effect on library personnel," Herrick reported.

The show's lyrics were set to well known tunes. "Our Favorite Things," for example, inspired such verses as:

"Bar codes and labels and work-study students
Heads of department with patience and prudence
Shipments that show up with nothing missing
These are a few of our favorite things."

A command performance met with even greater success at the state library convention awards banquet.

"So have yourself a little library musical," says Herrick. "It's good for morale."

Almost all system staff attended.

Tobacco chewers outlawed

Definitely not the setting for cowhands or baseball players, the West Hartford (Conn.) Public Library recently has had to cope with a new kind of vandal: the tobacco chewer. Enraged custodians at the library complained to Librarian Dennis Lorenz of stained blue carpeting and bespattered cream-colored walls, apparently caused by tobacco-chewing students from local high schools.

"Kids get together in a group and they just let the stuff fly wherever they want to," said Lorenz.

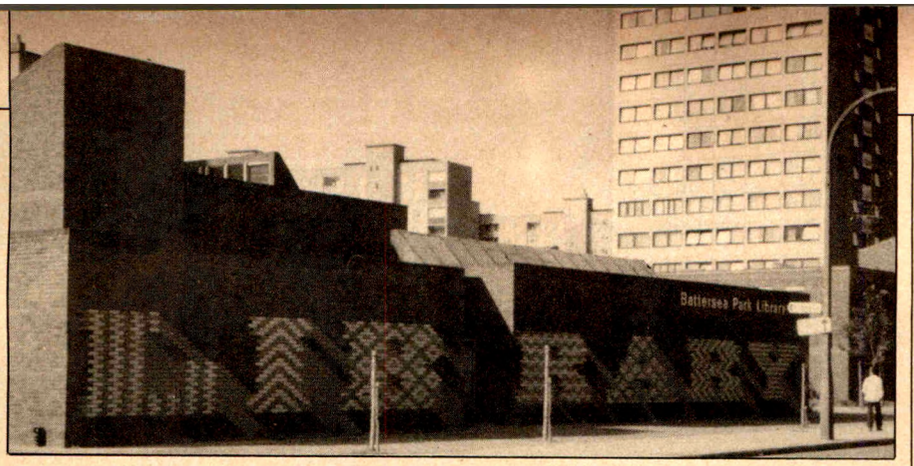
In the fall, the library board passed a resolution stating that chewing as well as smoking tobacco was outlawed in the library. The library's PR officer put up a sign showing a can of tobacco with a slash through it to announce the prohibition. The librarian told *AL* that after just two offenders were asked to leave, the problem seems to have diminished.

Lorenz reported that the habit had become popular with a small group of students, who probably were responding to a recent increase in chewing tobacco ads he had noted in magazines.

Paul Ollswang

Unusual life in your library?

AL seeks straight-to-the-point, human-interest picture stories for this column. Avoid clichés such as dance programs and limit submissions to 200 words. Look for the offbeat; send to E. McCormick.



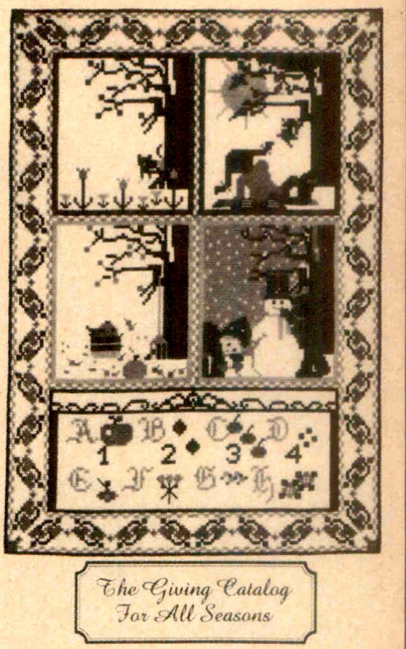
South London children paint ultimate library wall

South London children helped children's illustrator Jan Pienkowski paint this arresting graphic on a library wall last August.

AL recently learned of the art spectacle, which had more than 100 paint-smeared youngsters daubing giant red and yellow letters on a blue background to spell out the word "Library." The Battersea Park Library won the face-lift.

Pienkowski, known for "pop-up" books such as *Robot* and *The Haunted House*, returned to his native Battersea recently and thought the long brick wall needed brightening up. He conceived the project, offered it to Wandsworth Libraries, and the painting was completed in a day.

Now the seven-foot-high letters, which may form the world's largest library sign, leave no doubt as to the nature of the local facility.



Library issues "Giving Catalog"

Electric typewriters, an aquarium for the children's room, and a subscription to a periodical are among the items listed in the Salt Lake City Public Library's "Giving Catalog for All Seasons."

Designed to solicit (tax-deductible) gifts for the library, the catalog was mailed to members of the community in December and will be distributed in conjunction with holidays throughout the year. More than 20 items are described and illustrated with antique line art. An order form features a convenient option payment plan, which allows contributors to pay for higher-priced items, such as a $10,000 computer station for the children's room, over a three- or five-year period.

Priscilla Vermillion, the library's full-time graphic artist, created an original cross-stitch sampler to adorn the catalog cover. "It was my contribution toward helping to build a new branch," she told *AL*. The needlework will either be given to the largest contributor or it will be available for $1,000 in an outright sale.

Director J. Dennis Day said: "We're building two new branches and hope the catalog helps defray costs."

Lucky 13th book-and-author event an SRO success

The 13th annual Friends of the Library Book and Author Luncheon drew some 450 book-lovers to the campus of Queens College in Charlotte, N.C., Jan. 17.

Above, authors Jonallen Heckler (l.), Gail Godwin (seated), and Anne Hall Whitt (center) talk things over with Whitt's sister Marilynn during a visit to Everett Library. The writers, all with North Carolina backgrounds, mingled with members of the Friends at a reception preceding the luncheon.

Heckler, formerly of Charlotte, said she spent two years reading microfilm in her public library before establishing dates for events in her first work of fiction about the family of a POW held in North Vietnam (*Safekeeping*, Putnam, 1983). Whitt's book, *The Suitcase* (Acropolis, 1983), tells of the orphaned childhood she and her sisters spent in Charlotte institutional and foster homes. Godwin, author of *Mr. Bedford and the Muses* (Viking, 1983), said she often received inspiration for a piece of fiction in an instant flash that takes months of dedication to convert into a short story or novel.

Stewart Lillard, librarian of Queens College, reported that the Friends sold 130 books during a post-luncheon autographing session. The 900-member organization, he said, "broadens the usefulness of the library and contributes to the literary life of Charlotte."

youthreach

Parents "talk it over" with KIDS

"Let's Talk It Over," a series of workshops conducted recently at Chicago Public's Woodson Regional Library, offered youngsters and parents an opportunity to learn about themselves and each other in a stimulating environment.

Annie Carroll, Woodson children's librarian, coordinated the sessions. The series was made up of four workshops, each designed for a particular age group, and the entire series was repeated a second time. Each group leader was a parent and trained professional.

Author Harriet Robinet explored childhood fears and gang dynamics in her workshop.

Eugene Perkins, for example, led the meeting for 14- through 16-year-olds. Perkins, an author, poet, and playwright, directs the Better Boys Foundation. Among topics discussed were education, sex, life styles of youth, and the importance of one's own values. Perkins also explored various areas of concern by reading from one of his plays.

According to Carroll, one of the discoveries for participants was that others had similar problems.

The series was funded by a $5,000 grant from the KIDS fund established by children's author Judy Blume. KIDS is a acronym that stands for Knowledge, Independence, Decisionmaking, and Sensitivity.

Behind the scenes on video

Three videotapes in the new Houghton Mifflin Author and Artist Series take youngsters into the homes and studios of famous authors and illustrators. The artists share the inspiration, enthusiasm, and discipline behind the creation of their books.

Scott O'Dell, who has won the Newbery Award for *Island of the Blue Dolphins* among many other honors, talks about how he gets ideas for books and the process of writing in *A Visit with Scott O'Dell*.

The other two titles are *David Macaulay in His Studio* and *Bill Peet in His Studio*.

The videotapes are available in ¾-inch, ½-inch Beta, and ½-inch VHS formats and can be rented for a 10-day period at $30. The Peet and O'Dell tapes sell for $125; the Macaulay tape, $150. Preview copies will be sent when available, but indicate size and title needed to Jazan Higgins, Houghton Mifflin, 2 Park St., Boston, MA 02108.

Authors launch MS campaign

At a recent reception sponsored by the National Multiple Sclerosis Society, Paula Danziger announced that many well known writers of children's and YA books have joined the crusade to fight MS.

The prominent children's author, who chairs the society's Authors vs. MS Committee, spoke at a Dec. 14 kick-off event.

The new Authors vs. MS program enlists authors to support the crusade and to encourage its adoption by more schools around the country. During the six-week MS READ-aTHON conducted during fall or spring terms, each child reads about 14 books. By obtaining adult pledges for each book read, youngsters help raise funds for research.

Archive seeks films by children

A new Children's Film Archive is searching for films made by children attending grades K–12.

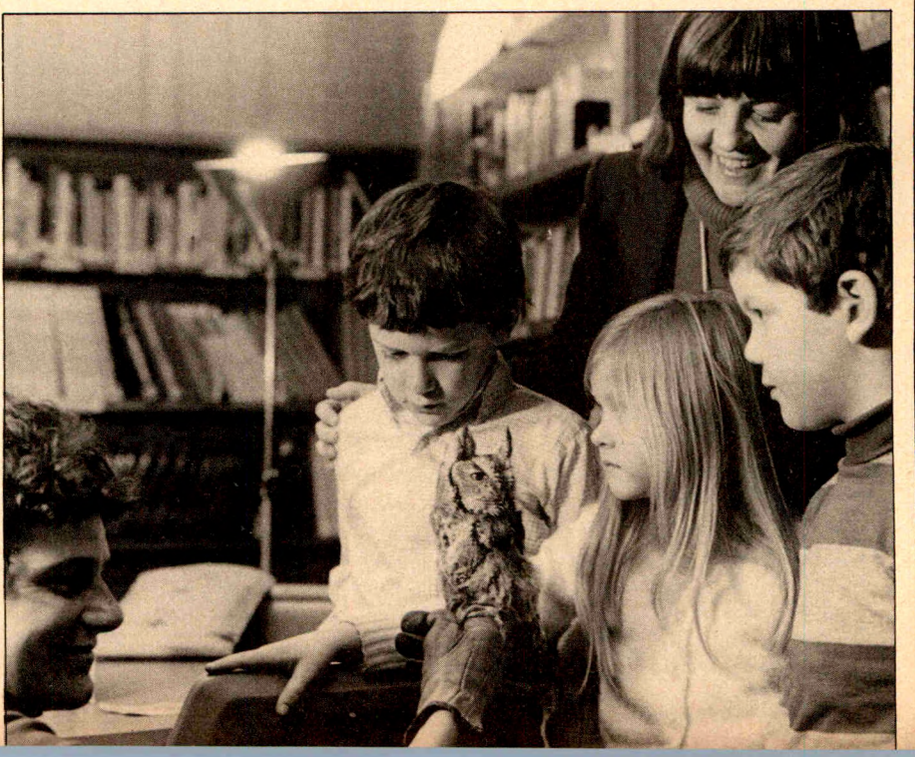
The first of its kind, the library/archive will be dedicated to the collection, exhibition, and preservation of work by young filmmakers.

Lorri Schneider Cramer, director, wants to learn of approriate filmmaking programs or individual films, any length, super-8, regular-8, or 16mm, color or black and white, realistic or abstract. Cramer says she is interested in considering the widest possible selection, "not just prize winners."

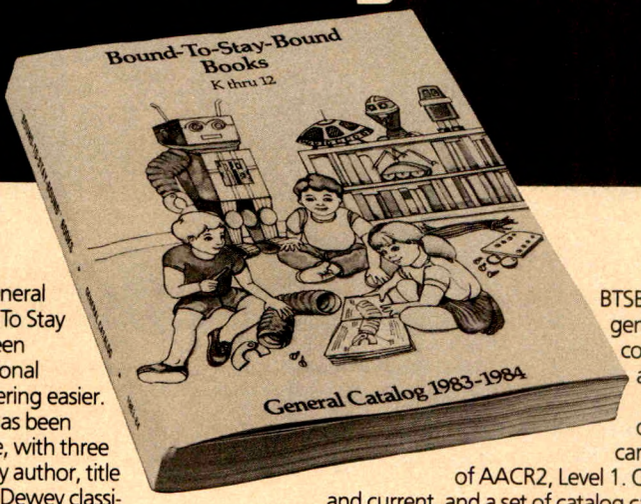
For more information, contact Cramer at CFA, Astoria Motion Picture and Television Foundation, 34-31 35th St., Astoria, NY 11106; or evenings, call 212-799-2114. Note: speak to someone at the archive before sending films.

Close-up on birds of prey

This screech owl and other birds of prey came eyeball to eyeball with young viewers at the Waterbury, Vt., Public Library in January. Margaret Barker (left) of the Vermont Institute of Natural Science told the youngsters about the benefits of these "raptors." Through such events she hopes to encourage protection of the creatures. This is the fourth season that 30 Vermont public libraries have offered this and similar natural science programs for children through matching grants from the Vermont Department of Libraries and the institute. VDOL children's services consultant Caroline Ward stands in the background.

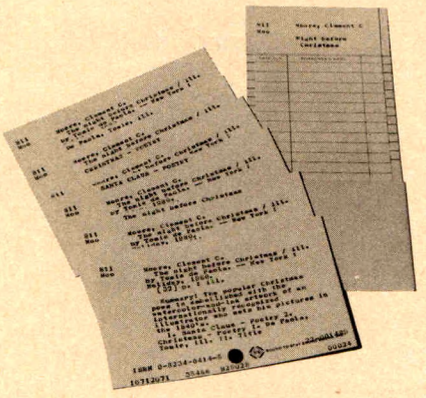


The Book You Should Read Before Ordering All Others!



The new 1983-'84 General Catalog from Bound To Stay Bound Books has now been expanded to provide additional information and make ordering easier.

The 464 page catalog has been designed for easy reference, with three classifications of listings...by author, title and subject area. ISBN and Dewey classification numbers have also been included to aid those libraries building a data base. In addition, our publishing date has been changed to coincide with the school year; yet we'll still publish Fall and Spring supplements, so your information on new titles will always be current.



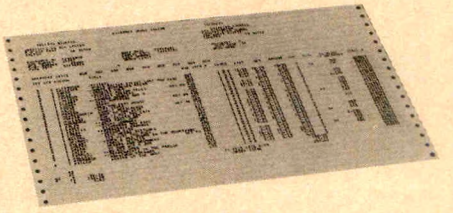
Reader Ready Books

As a service to our library customers, BTSB can provide full processing services, processing kits or just catalog cards. Our processing kits include 1 set of catalog cards, date-due pocket, book card and label. Or for a little bit more, we'll do all the processing for you, including hot spine stamping, so your new titles can go right to the shelf and into circulation quickly.

BTSB catalog cards are now generated on our own computer and are printed at the time your invoice is rendered. And we're one of the first suppliers whose cards meet the specifications of AACR2, Level 1. Our database is accurate and current, and a set of catalog cards/kits is available for practically every in-stock title. For new or expanding libraries, we also offer pre-sorted cards to minimize your cost of acquisition.

BTSB Printout Service

To aid you in ordering, each page of our catalog is perforated. By marking the quantity beside the titles you want, and sending us the pages, these sheets can serve as your order, thereby eliminating hours of expensive clerical time. If, for your own records, you require a typed list of your order, just indicate this



when you send the pages and we'll send you back a computer printout listing all titles, current prices, book and dollar totals, and the status of each title. This order printing service is offered at no charge for orders of 25 or more assorted books.

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the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

women

Feminist library workers. A new edition of the national directory of feminist library workers is being compiled by the Illinois Library Association Women's Concerns Task Force. Individuals wishing to be included in the 1984 National *SHARE* (for Sisters Have Resources Everywhere) *Directory* can obtain an application form from Tina M. Owens, 739 W. Melrose, Chicago, IL 60657.

Planning community programs. *Connecting Women in the Community* is a guide to planning programs on women's studies themes for community audiences. The handbook resulted from a two-year project funded by the National Endowment for the Humanities and administered by Radcliffe College's Schlesinger Library on the History of Women in America. Scholars, academic and public librarians, and community groups held programs in public libraries around the country on such topics as women in the arts, black women, women as child rearers throughout history, and women in politics.

The handbook, based on the experiences of the program participants, describes the programs and their benefits to the libraries and communities and offers advice to program planners on finding collaborators, obtaining funding, choosing topics and formats, using publicity, and evaluating the results.

Thomas J. Galvin, dean of the University of Pittsburgh School of Library and Information Science, calls the book "*must* professional reading for public and academic librarians and for leaders of community organizations."

$9.95 from Women in the Community Project, Radcliffe College, Schlesinger Library, 10 Garden St., Cambridge, MA 02130. Make checks payable to Radcliffe College/Women in the Community Project.

Counseling young women. *The Second Mile: Contemporary Approaches in Counseling Young Women* contains seven articles describing model programs for helping adolescent females deal with such problems as unintended pregnancy, single motherhood, unemployment, rape, battering, and disability. The anthology, edited by Sue Davidson, is published by New Directions for Young Women, a Tucson, Ariz., counseling agency working nationally to promote the interests of young women. $7.50 from New Directions for Young Women, 738 N. 5th Ave., Tucson, AZ 85705.

Immigrant women—from turn-of-the-century peddlers on New York's Hester Street (above) to the migrant camp laborers of today—will be the focus of a 10-part series on National Public Radio stations beginning this month. "The Golden Cradle: Immigrant Women in the United States" will use archival tapes, contemporary interviews, music, and dramatic readings by Liv Ullmann and other performers to portray the immigrant experience from the 1840s to the present.

Sex Role Stereotyping *in Occupational Choices: A Career Counseling Manual,* by Claudia Gaillard Meer, is designed to develop an awareness in students of their career options. The 62-page paperback contains information on women in the work force, sex role stereotyping, and managerial careers; classroom exercises; and a list of resources and agencies. $5 plus $1 shipping from the Rutgers University Institute of Management and Labor Relations, Public Education Dept., Ryders Lane, Cook Campus, New Brunswick, NJ 08903 (0-941312-01-1).

Women's art organizations. The *Guide to Women's Art Organizations and Directory for the Arts* lists women's groups, centers, and galleries in the visual arts, dance, music, and theatre. The guide also contains information on archives, resource and information agencies, financial help, work opportunities, health hazards in the arts, and legal assistance, and a bibliography of books and periodicals. 174 p., paper, $8.50, from Midmarch Associates, POB 3304, Grand Central Station, New York, NY 10163.

Bibliography of autobiographies. *Through a Women's I* is an annotated bibliography of 2,217 autobiographies written by American women and published from 1946 through 1976. Compiler Patricia K. Addis has also included other types of personal narratives, such as diaries, journals, collections of letters, and travel accounts. The 607-page volume indexes the biographies by author's profession or characteristic, subject matter, and title. $37.50 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (82-10813, 0-8108-1588-5).

young people

Book review contest. Next month the New England Booksellers Association will hold a Book Review Contest for students in New England schools and public libraries. Students in grades 1 through 12 can win 361 cash awards totaling $9,000 by submitting a review of up to 300 words of a new book to a local bookstore. Each entrant will compete for local prizes, and the winners from each store will be entered in a regionwide competition.

The NEBA is sponsoring the contest to give students recognition and tangible reward for thinking and writing well, to demonstrate the role of booksellers in aiding public education, and to promote cooperation among booksellers, librarians, and teachers.

Libraries and schools in the region can obtain a free promotional kit containing posters and entry forms from Ralph Woodward, Contest Chair, 1984 Book Review Contest Committee, POB 2436, Framingham, MA 01701.

Your Reading, a booklist for use by students in junior high and middle school, has been compiled by a committee of the National Council of Teachers of English. The new edition annotates over 3,000 books published since the 1975 edition and is over twice the size of its predecessor. Fiction titles are grouped under 14 topic headings such as adventure, family,

friendship, and mysteries, and the 16 nonfiction headings include animals, biography, history, and science. Annotations give the length and level of difficulty of each book, indicate mature subject matter or language, and list award winners.

Jane Christensen, chair of the committee that prepared the bibliography, said that students were consulted to find out what qualities in current books appeal to the 10-to-14 age group. "Our students contributed copy for many annotations and told why certain books have special meaning for them," she said.

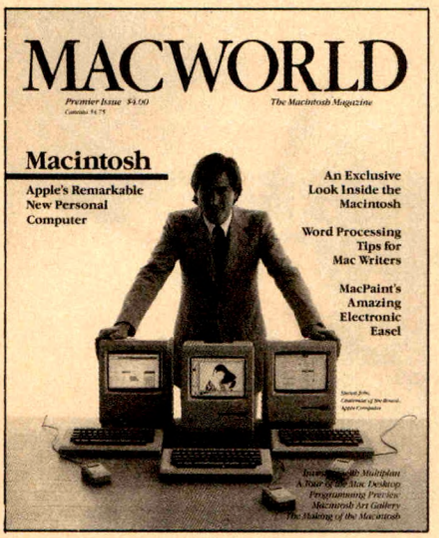
The 764-page paperback is $12 ($10 to NCTE members) from NCTE, 1111 Kenyon Rd., Urbana, IL 61801 (83-17426, 0-8141-5938-9).

Health, Illness, and Disability: *A Guide to Books for Children and Young Adults*, by Pat Azarnoff, is an annotated bibliography of in-print fiction and nonfiction titles to help children understand their condition, prepare for hospitalization or surgery, or accept ill or disabled children. A subject index includes over 250 headings, including various physical diseases and psychological problems, and such topics as the arrival of a baby, the death of a friend, x-rays, and pain. 259 p., $29.95 from R.R. Bowker, POB 1807, Ann Arbor, MI 48106 (83-19743, 0-8352-1518-0).

Child abuse. *Take Care With Yourself* is a guide to preventing and dealing with child abuse written for children ages 7 through 12. Therapists Laurie A. White and Steven L. Spencer have used their experience working with troubled families to develop the 36-page paperback, suitable for use by therapists, counselors, and teachers. $4.95 plus $1 shipping from DayStar Press, 4340 Tamarac Trail, Harbor Springs, MI 49740 (0-9612024-0-8).

Biographies of women. *Her Way: Biographies of Women for Young People* is an evaluative bibliography describing biographies of 1,100 historical and contemporary women. The 1,700 titles included were selected for literary merit, historical accuracy, and freedom from sexism and racism. The revised second edition adds 322 new titles and deletes 125 superseded ones from the 1976 first edition. The book gives brief profiles of each woman who is the subject of an individual biography and lists a number of collective biographies that include one or more women. Indexes provide access by subject, author, and title, and appendices list the women by nationality and vocation. Approx. 448 p., $35 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (83-22375, 0-8389-0396-7).

microcomputing



Macintosh mag. When a major company announces a new microcomputer, can magazines devoted to it be far behind? Not in the case of Apple's new Macintosh, which has already spawned *Macworld*, from the publisher of *PC World*. In fact, the first issue, pictured above, was released the same day the computer itself was introduced. An introductory subscription rate of $24 for 12 issues is available through July 31 from Macworld Subscription Dept., POB 20300, Bergenfield, NJ 07621.

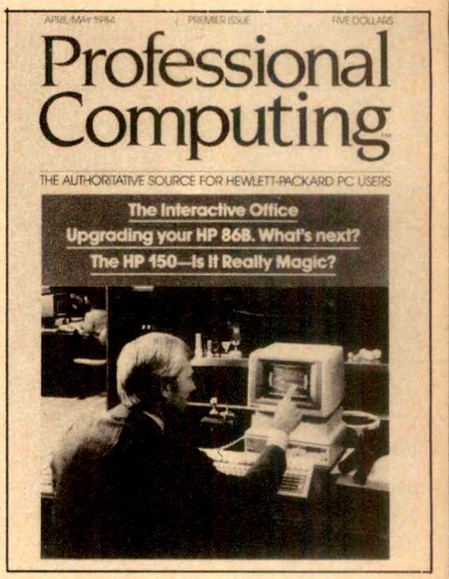
Manual for managing micros. *Microcomputers: A Planning and Implementation Guide for Librarians and Information Professionals* was written by Robert A. Walton "for the librarian who already has a full-time job and does not wish to become a technical expert." The 96-page paperback addresses the practical needs of public, academic, school, or special librarians facing the prospect of selecting and managing equipment and programs. Three major sections cover hardware, including printers, display devices, and data storage devices; operating systems, programming languages, utilities, and other software; and installation and management of the system. $18.50 from Oryx Press, 2214 N. Central at Encanto, Phoenix, AZ 85004 (82-42934, 0-89774-097-1).

Brand-name software review. Stewart Brand, founder of *The Whole Earth Catalog*, is back with a new publication, *The Whole Earth Software Review*. The digest-sized quarterly magazine is a guide to recommended software, hardware, books, information services, and "everything that adds to the usefulness of your personal computer."

Published by Point, a nonprofit educational foundation, the *Review* will not carry advertising. Research for the reviews will find its way into Brand's next project, *The Whole Earth Software Catalog*, a book to be published by Doubleday late this year.

Introductory subscriptions are $16 for four issues from The Whole Earth Software Review, POB 27956, San Diego, CA 92128.

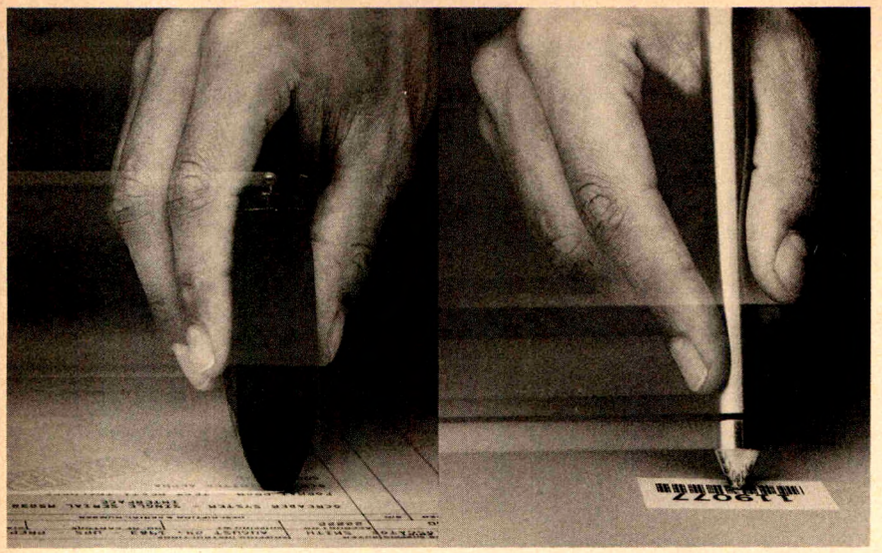
Educational software from AIMS. AIMS Media, a leading producer and distributor of educational films and videos, has opened an educational software division. The firm offers a liberal exchange policy and "bonus checks" with each $100 purchase that can be redeemed for additional software or selected videocassettes. For a free catalog listing hundreds of programs write AIMS Media, 626 Justin Ave., Glendale, CA 91201-2398.



Hewlett-Packard mag from Wiley. Book and scholarly journal publisher John Wiley & Sons will introduce its first general magazine next month when it launches *Professional Computing: The Authoritative Source for Hewlett-Packard PC Users*. In addition to feature articles, the bimonthly magazine will include hardware and software reviews, a buyer's guide evaluating Hewlett-Packard compatibility with peripherals; and book reviews. One-year subscriptions are $30 from John Wiley & Sons, 605 3rd Ave., New York, NY 10158.

Library micro applications database. Researchers at the Simmons College Graduate School of Library and Information Science are putting together MicroUse, a database of information on microcomputer applications in libraries and information centers. The project recently received a boost from a $3,300 grant from OCLC, Inc.

Over 400 applications have already been entered into the database, and the compilers are



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searching for additional uses through journals, user groups, and contacts with individuals. Libraries should send information on their microcomputer projects—including hardware and software used, a description of the application, and background on the library developing or using the application—to Ching-chih Chen, GSLIS, Simmons College, 300 The Fenway, Boston, MA 02115.

Details on MicroUse will be given in the premier issue of *Microcomputers for Information Management: An International Journal for Library and Information Services*. The journal, scheduled to debut in March, is edited by Chen and published by Ablex Publishers, 355 Chestnut St., Norwood, NJ 07648.

video

Video vocabulary. Addressable boxes, electron guns, image burn, crash editing, and spike suppressors are among the hundreds of technical terms defined by author Larry Langman in the *Video Encyclopedia*. The 179-page glossary also covers important people and developments in the history of television broadcasting, cable, and videocassette recorders. $19 from Garland Publishing Co., 136 Madison Ave., New York, NY 10016 (83-47602, 0-8240-9108-6).

Group process training. The University of Minnesota School of Public Health has developed a videotape series, "From Groping to Gripping With Groups," to teach communication theory and technique to members of decision-making groups. The 10 videotapes—available in VHS, Beta, or U-Matic formats—cover verbal and nonverbal skills, maintenance and task functions, and group development, and offer exercises for viewers to practice skills in these areas.

A 20-minute sampler videotape containing excerpts from the series is available for a free two-week preview from Biomedical Graphics/Field Services, B-192 Phillips-Wangensteen Bldg., 516 Delaware St., S.E., University of Minnesota, Minneapolis, MN 55455.

Video Production Guide, by Lon McQuillin, uses simple language to explain the techniques of television production. Four sections cover pre-production planning and budgeting; production, including directing techniques and the mechanics of filming; editing and other post-production areas; and distribution and other topics. The 382-page guide also includes a production checklist, a manufacturers directory, a glossary, and appendices on teleconferencing and instructional video. $28.95 from Howard W. Sams & Co., 4300 W. 62nd St., Indianapolis, IN 46268 (0-672-22053-9).

"Alternative Views" is a weekly public access cable program in Austin, Texas, covering public affairs topics neglected by the mainstream media. During its five-year run the series has featured interviews with such social change advocates as former U.S. Attorney General

Ramsey Clark, antinuclear activist Helen Caldicott, and peace activist Daniel Ellsberg, and has screened independently produced documentaries on a wide range of issues.

A catalog describing 200 hour-long programs, most available for purchase, and containing background and articles on the project, is available for $3.75 from Alternative Views, POB 7279, Austin, TX 78712.

VDT NEWS

VDT News is a bimonthly newsletter reporting on health and safety issues for video display terminal operators. Coverage will include ergonomic health problems such as eyestrain and back and neck arches, as well as concern over suspected radiation-induced cataracts and miscarriages. One-year subscriptions are $18 for individuals and $35 for institutions from VDT News, POB 1799, Grand Central Station, New York, NY 10163.

Cable-ready libraries. A partnership between libraries and the cable television industry is proposed in *Cable for Information Delivery: A Guide for Librarians, Educators, and Cable Professionals*. Editor Brigitte L. Kenney suggests that such an alliance can enable libraries to provide a wider variety of information to their communities, as well as supplying cable companies with subscribers and an important source of non-entertainment programming. The seven essays in the collection cover the technology of cable; regulatory, franchising, and copyright issues; the library's role in cable system planning; equipment needs; programming ideas; satellite-cable networks; the future of interactive information delivery; and other topics. Also included are a selected bibliography and a list of suppliers of cable TV programming. 172 p., $34.50 cloth (0-86729-056-0), $27.50 paper (0-86729-055-2) from Knowledge Industry Publications, 701 Westchester Ave., White Plains, NY 10604 (83-19892).

Local history video archive. The Onondaga County (N.Y.) Public Library has established a local history video archive with the cooperation of the Syracuse Press Club and area television stations. Each year the news directors of each station will select up to 60 minutes of stories with high community importance and deposit the videotapes in the local history collection housed at the central library. The videotapes will be available to historians, reporters, and other patrons for in-library reference use only.

IRA educational program. "Individual Retirement Accounts—The More You Know, The More You'll Make" is a 30-minute videocassette outlining the rules and regulations of IRAs. The principles of tax-free compounding are also explained through 12 interactive examples. The program is $19 to libraries and $21.95 to individuals, in VHS or Beta formats, from Educational Video, Inc., 31800 Plymouth Rd., Livonia, MI 48150.

networks

Interlibrary loan policies compiled. The *Interlibrary Loan Policies Directory*, 2nd ed., by Leslie R. Morris and Patsy Ruth Brautigam, contains ILL policies of 830 public, academic, and special libraries. Libraries were selected on the basis of collection size and average number of ILL transactions.

ILL policies for books, periodicals, microforms, government documents, dissertations and theses, audiovisual materials, and computer software are included in each entry. Entries also contain NUC and OCLC codes; ILL address and phone numbers; photocopying and microfilming services available; and fees. The second edition expands and updates Sarah K. Thomson's 1975 first edition, which is now out-of-print.

Approx. 432 p., $27.50 paper, from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (83-11897, 0-8389-0393-2).

New England law library consortium. Fourteen law libraries in New England have formed the New England Law Library Consortium. The network was organized to deal with rising costs of law materials, the legal information explosion, and the impact of automation on law libraries.

Among the members are the law libraries of Harvard, Boston, Northeastern, and Yale Universities, Boston College, the University of Maine, and the New England School of Law. Members have agreed not to charge other members for interlibrary loan or photocopying, and to allow faculty from one institution access to law collections of other consortium members. The group also will investigate cooperative acquisitions.

For more information, contact Jeanette Yackle, NELLC coordinator, Harvard Law School Library, Langdell Hall, Cambridge, MA 02138.

WEBNET to expand. The Western Pennsylvania Buhl Network (WEBNET), a resource sharing network for small academic libraries, will move from a demonstration mode to an operational mode with $64,875 in grants from the Buhl Foundation to the School of Library and Information Science at the University of Pittsburgh. K. Leon Montgomery, associate dean of the school, directs the WEBNET project.

The project began in 1975 and now includes online acquisitions, cataloging, interlibrary loan, and circulation subsystems, as well as an online catalog. Libraries of Carlow, Chatham, Point Park, and Westminster Colleges now participate in the network.

Kansas network priorities. The Kansas Interlibrary Loan Development Plan, a proposal for a coordinated acquisitions program in the state's libraries, is the top priority for 1984 of the Kansas Library Network Board. The board comprises the state librarian and representatives of the seven types of libraries in Kansas, the State Board of Regents, and the State Department of Education.

The board will also monitor performance of a new microcomputer-based interlibrary loan system slated to begin operation in 17 locations throughout the state early this year. Two task forces of the board are looking at possible improvements in the Kansas Information Circuit (KIC) and document delivery in the state.

Public/private sectors and networking. *Public/Private Sector Interactions: The Implications for Networking* is network planning paper no. 8 from the Library of Congress Network Advisory Committee (NAC). The publication contains results of a NAC program held last fall to consider a National Commission on Libraries and Information Science (NCLIS) report on public/private sector interaction in providing information services.

NAC recommends that NCLIS compile a list of projects that show successful public and private sector interaction, explain why the projects were successful, and develop guidelines for funding or promoting similar projects. NCLIS should also review its existing reports to identify projects that would encourage such interaction.

48 p., $5 from Library of Congress, Cataloging Distribution Service, Customer Services Section, Washington, DC 20541 (0-8444-0438-1).

publicity

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Upstart Library Promotionals offers a full-color catalog of over 300 promotional aids for next month's National Library Week and beyond. New posters, bookmarks, buttons, and other items for this year's campaign tie into "U.S.A. Reading Team" and "Go for the Gold" themes. Orders placed before August 1 receive a free *Library Marathon Success Guide* with over 100 planning and activity ideas. For the free catalog write Upstart at POB 889, Hagerstown, MD 21740.

The Library Public Relations Council invites librarians to submit their best publicity materials for inclusion in its "Share the Wealth

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Packet," a selection of outstanding promotional items to be sent to LPRC members nationwide.

Flyers, newsletters, posters, annual reports, brochures, and any other forms of publicity produced during 1983 will be judged for originality, visual impact, effectiveness, and clarity of message.

Five copies of each entry should be sent to Linda Cervalli-Cioffi, Packets Chair, LPRC, Jersey City Public Library, 472 Jersey Avenue, Jersey City, NJ 07302, by April 30. Entrants should hold 300 copies of each item in reserve in case the item is selected for inclusion in the packet.

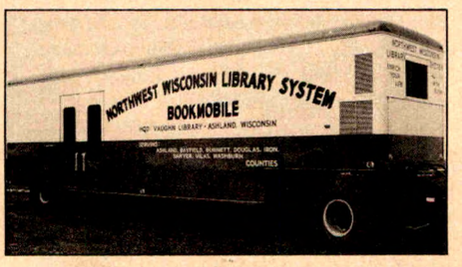
You're on the Air contains hundreds of ideas and suggestions for groups and individuals wanting to produce community public affairs radio programs. The 34-page guide is based on the experience of the Ventura County (Calif.) branch of the American Association of University Women in producing "Update," a biweekly program now in its 10th year. $6 from Pamela Lechtman, AAUW Special Projects, 668 Camino Rd., Thousand Oaks, CA 91360 (make checks out to AAUW Special Projects).

School library PR. *Practical PR for School Library Media Centers,* by Marian S. Edsall, is a handbook for planning public relations programs aimed at students, parents, faculty, administrators, school boards, and the general public. Among the ideas offered in the 178-page paperback are contests, fairs, and "read-ins"; cable TV programming; political involvement; bulletin boards and displays; news media contacts and press releases; flyers, orientation guides, and newsletters; and cooperative efforts with local public libraries. $17.95 from Neal-Schuman Publishers, 23 Cornelia St., New York, NY 10014 (83-4086, 0-918212-77-4).

special services

REFORMA changes subname. REFORMA, an affiliate of ALA, has changed its subname from "The National Association of Spanish-Speaking Librarians" to "The National Association to Promote Library Services to the Spanish-Speaking." The name change is aimed at expanding the organization's membership to include library trustees, support staff, and friends groups. To find out more about the association write REFORMA, POB 832, Anaheim, CA 92805-0832.

A braille computer terminal being tested in Croydon, Surrey, England enables blind library patrons to use Britain's Prestel videotex system. Brailtel, an adapted Brailink terminal manufactured by Clarke & Smith Industries, Ltd., retrieves news, weather, sports, and other current information and translates it into grade one Braille. The information available through Prestel is more up-to-date than that in Braille newspapers, and users can select exactly what they wish to read. Brailtel users can also contact other Prestel users through electronic mail, as



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well as performing limited shopping functions such as booking airline reservations.

Lector is a bimonthly review journal of Spanish language and bilingual materials suitable for purchase by libraries. Each issue features 80 to 100 reviews, with AACR2 cataloging for each item, plus articles, columns, and author interviews. One-year subscriptions are $20 for institutions and $15 for individuals from the California Spanish Language Data Base, POB 4273, Berkeley, CA 94704.

Large print largess

G.K. Hall has announced an annual $1,000 award to be given to the library or librarian demonstrating the most creative methods and comprehensive efforts to increase the awareness, availability, and use of large print books. The first Large Print Community Service Award, to be presented at ALA Conference in June, will be chosen by an independent panel of librarians with expertise in community service, outreach, and service to the elderly and visually impaired. The fiscal resources and other limitations of entrants will be taken into account in selecting a winner.

Applications, which must be submitted by April 15, are available from Large Print Community Service Award, c/o Jeffrey R. Wakefield, G.K. Hall & Co., 70 Lincoln St., Boston, MA 02111 (800-343-2806).

Bilingual education materials. Over 30,000 books and audiovisual materials for use in bilingual education and English as a Second Language programs, and to serve populations reading a second language, are listed in the first edition of *Bilingual Educational Publications in Print*. Textbooks and AV materials in 40 languages, as well as teachers' aids and professional materials, are entered in a Subject Index; a separate Young Peoples Reading Index lists children's fiction and nonfiction readers by subject. Author, title, and series indexes refer back to these two main listings. Introductory essays describe the problems surrounding bilingual education, and a directory of foreign book distributors is provided to help obtain the materials. 539 p., $45 from R.R. Bowker, POB 1807, Ann Arbor, MI 48106 (0-8352-1605-5).

Large print display for Apples. Visualtek, a manufacturer of electronic reading and writing aids for the visually impaired, has introduced a device to enlarge the displays of Apple II, II+, or IIe microcomputers up to 16 times their original size. The DP-10 Large Print Display Processor provides high-contrast letters up to 5½ inches high with either a black-on-white or white-on-black display. For more information write Visualtek, 1610 26th St., Santa Monica, CA 90404.

info briefs

Online searchers directory. The *Online Search Services Directory* lists libraries, private information firms, and other organizations in the U.S. and Canada that conduct online database searches for outside users. Six indexes give access to the entries by the name of the organization, online systems accessed, databases searched, subject areas searched, names of search personnel, and geographic location. Other information in the entries includes the fee policy, service availability, and the year the service was established.

Part one of the directory is now available; the second part is scheduled for publication in August. A subscription to both issues is $75 from Gale Research Co., Book Tower, Detroit, MI 48226 (0-8103-1698-6).

Balance of world information trade. A new firm charts the import-export figures for the information sector of several national economies. Reports covering 1978–81 are available for seven nations—and guess who had the only surplus in trade of information goods for 1981? Japan, to the tune of $25 billion. The United States had a $4.6 billion deficit.

Each report, charting more than 400 information goods in over 40 product groups, costs $30 prepaid. Countries charted to date are the U.S., Japan, Venezuela, Colombia, Brazil, and (one report) Bolivia-Ecuador. In preparation is a 1983 update for the U.S. Order from The Information Economy, Inc., POB 8099, Silver Spring, MD 20907. For inquiries, write Robert A. Vitro at that address.

The Challenge of Information Technology publishes papers from the 41st Congress of the Fédération Internationale de Documentation, held in Hong Kong in September 1982. More than 40 essays address such topics as new technology and developing countries, standardization for documentation and library works,

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societal implications of computerized information systems, the consultant as information intermediary, and the future of secondary services. 356 p., $51 from Elsevier Science Publishing Co., 52 Vanderbilt Ave., New York, NY 10017 (83-4217, 0-444-86646-9).

Information Access expands indexes. Information Access Company has announced the addition of a total of 66 new publications to three of its microform indexes.

Business Index will add 34 new titles in fields ranging from automation to banking, bringing its coverage to 810 magazines, journals, and newspapers. Indexing will begin with the October 1983 issues.

At the recommendation of the American Association of Law Libraries, 30 publications will be added to the *Legal Resource Index*, beginning with their January 1984 issues. The index, also available online through DIALOG, will now include over 750 titles.

The *National Newspaper Index* will offer full indexing of the *Los Angeles Times* as of October 1982 and the *Washington Post* as of September 1982, in addition to its full coverage of the *New York Times, Wall Street Journal,* and *Christian Science Monitor*.

For information on these and other Information Access publications, contact the firm at 404 6th Ave., Menlo Park, CA 94025.

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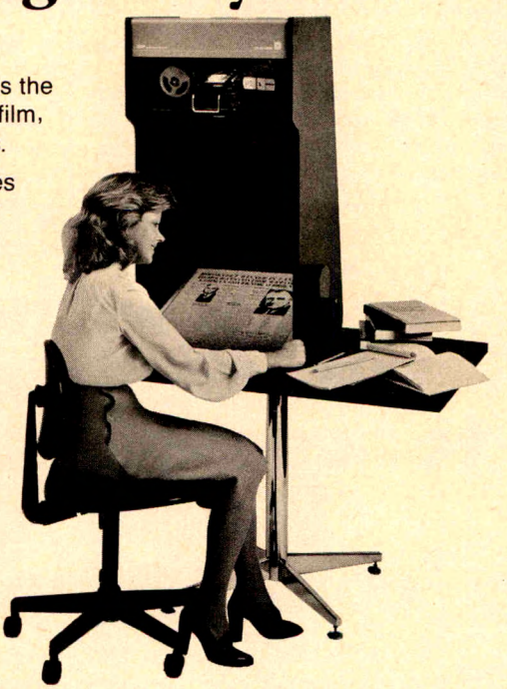

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resources

The rights stuff. Bantam Books has issued three new titles in its American Civil Liberties Union Handbook Series. *The Rights of Authors and Artists,* by Kenneth P. Norwick and Jerry Simon Chasen, provides information for creators on copyright law, contracts, libel, obscenity, business and tax matters, and other concerns. *The Rights of Employees,* by Wayne N. Outten with Noah A. Kinigstein, is a guide to laws protecting employees during the hiring process, on the job, and after layoff, firing, or retirement. *The Rights of Teachers,* by David Rubin with Steven Greenhouse, covers academic freedom, protection of out-of-classroom activities, the right to strike, and other issues. Each mass market paperback is $3.95 from Bantam Books, 666 5th Avenue, New York, NY 10103.

Sources of Library Statistics, *1972–1982: A Guide* describes sources of national library statistics on academic, public, school, and special libraries, and state library agencies and other groups supporting library service. Compiler Mary Jo Lynch, director of ALA's Office for Research, also includes sources of statistics on library buildings, costs, salaries, library education, and other topics, plus a bibliography of recent articles and reports on descriptive library statistics. Approx. 56 p., paper, $7.95 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (83-25835, 0-8389-3292-4).

Challenge of the small presses. The *COSMEP Catalog* describes over 500 books and periodicals from more than 150 independent publishers. Published by COSMEP, the national trade association of small presses, the 200-page paperback showcases works of fiction, poetry, and nonfiction in areas ranging from computers to needlework. In his introduction, Bill Katz says the catalog "represents a good view of the existing panorama of the small press and little magazine" and calls it "a remarkably fresh, bitingly critical and imaginative challenge to the conglomerate." Includes author and title indexes. $7.95 from Dustbooks, POB 100, Paradise, CA 95969 or directly from COSMEP, c/o JP Publications, 2952 Grinnel, Davis, CA 95616 (83-072412, 0-9611378-0-0).

Depository awareness campaign. The U.S. Government Printing Office has launched a national campaign to increase public awareness and use of depository libraries. The GPO has prepared public service announcements for television, radio, and print media showing the types of information available in federal publications.

Information on the Depository Library Program has been sent to over 62,000 libraries to help answer patrons' questions prompted by the publicity campaign's "Contact your local library" tagline. In addition, libraries can order free brochures, bookmarks, posters, and a list of depository libraries for distribution to patrons.

Other promotional tools under consideration include a newsletter, bumper stickers, and book covers.

For more information on the campaign or on obtaining the free promotional materials write Mary Lee O'Brien, U.S. Government Printing Office, Marketing Dept., Stop MK, Washington, DC 20401.

Scene from a television spot publicizing the Federal Depository Library Program.

Sexuality in World Cinema, by film historian James L. Limbacher, describes the sexual content of over 13,000 films released between 1896 and 1982. The first part of the massive, 1,535-page work lists films dealing with adultery, homosexuality, prostitution, and 23 other sexual categories. The major portion of the book is devoted to an alphabetical filmography, including brief descriptions of each film and indicating the sexual categories into which they fall. The two-volume set also contains a glossary of 1,200 sexual terms, a glossary of film terms, a bibliography, and notes on censorship, pornography, and obscenity. $72.50 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (83-3019, 0-8108-1609-1).

Government scientific resources. Claiming that a gap exists between guides to federal documents and guides to scientific information, Rao Aluri and Judith Schiek Robinson have put together *A Guide to U.S. Government Scientific and Technical Resources*. The authors list federal sources of information on grants, awards, fellowships, and scholarships; research in progress; technical reports; patents; scientific translations; standards and specifications; and audiovisual materials. Other chapters describe periodicals, indexes and abstracts, databases, information analysis centers, and reference sources. 259 p., $23.50 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (83-14991, 0-87287-377-3).

bibliography

Career planning bibliography. *Where to Start* is an annotated bibliography describing nearly 1,500 career-related titles used at Cornell University's Career Planning Library. Compiled by Madeline T. Rockcastle, the library's coordinator, the guide lists resources in 20 career fields, from biological sciences to travel and hospitality, as well as identifying aids in such areas as education, financial aid, job hunting, women and minorities, overseas employment, and summer and short-term employment. Appendices list audiovisual and computerized resources, periodicals containing job listings, and other materials. 206 p., paper, $11.95 plus $2 shipping from Peterson's Guides, POB 2123, Princeton, NJ 08540.

Healthy . . . *Staying Healthy: A Bibliography of Health Promotion Materials* lists hundreds of health education items, most available free from agencies of the U.S. Department of Health and Human Services. Lots of good vertical file material is included in this free 47-page booklet, which describes pamphlets, books, films, and posters for the general public as well as program guidelines, directories, and technical papers for health professionals. For a copy send a mailing label to the National Health Information Clearinghouse. Dept. AL, POB 1133, Washington, DC 20013-1133.

. . . wealthy . . . Each year the staff of the Brooklyn Public Library's Business Library updates its *Investment Bibliography*, an annotated guide to handbooks, periodicals, reference books, investment services, and other resources for the experienced investor and the novice alike. Published by the New York Stock Exchange, free single copies of the latest edition of the 17-page brochure are available by sending a self-addressed, stamped, number 10 envelope to Public Information, Brooklyn Public Library, Grand Army Plaza, Brooklyn, NY 11238.

. . . and wise. The philosophy of science is a branch of philosophy dealing with the conceptual content, various methodologies, and cultural implications of science. Richard Blackwell's *Bibliography of the Philosophy of Science, 1945–1981* lists scholarly writings in the discipline published since World War II. Among the areas covered in the 585-page volume are the empirical basis of science, models of explanation and prediction, the structure of theory, the dependence of observation upon theory, and the rationality and objectivity of science. $75 from Greenwood Press, POB 5007, Westport, CT 06881 (83-5671, 0-313-23124-9).

Nuclear bibliographies. *Nuclear America: A Historical Bibliography* abstracts 824 articles published in history and social science journals from 1973 through 1982 on nuclear weapons and nuclear power. The abstracts are organized into five chapters on the development of the Hiroshima and Nagasaki bombs, the U.S. development of nuclear weapons after 1945, the nuclear arms race and Cold War, attempts at nuclear arms control, and nuclear reactors and public reaction. An extensive subject index and an author index are also included. 183 p., $25.50 from ABC-Clio, Riviera Campus, 2040 A.P.S., POB 4397, Santa Barbara, CA 93103 (83-12227, 0-87436-360-8).

Three Mile Island Sourcebook, by Philip Starr and William Pearman, covers the nation's worst commercial nuclear power plant accident in three sections: a chronology of selected news coverage of the plant from its inception in 1966 through the second anniversary of the accident in March 1981, describing articles from the *New York Times*, *Newsweek*, and three local newspapers; annotations of state and federal government documents pertaining to the plant; and a list of books, professional papers, and articles about the plant. The 411-page guide also includes a listing of pro- and anti-nuclear groups in the Three Mile Island area; a glossary of nuclear power terms; and author and subject indexes. $48 from Garland Publishing Co., 136 Madison Ave., New York, NY 10016 (82-49180, 0-8240-9184-1). □

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At Chicago (Ill.) Public Library, **Alex Boyd** is now an assistant commissioner and **James H. Lowry** is the newly elected president of the Board of Directors. . . . Two ALA members recently joined the staff of the Edmon Low Library at Oklahoma State University, Stillwater: **Joyce N. Davis** as assistant director for automated systems and technical services and **Kevin Elizabeth Kennedy** as assistant physical sciences librarian and instructor. . . . **Mary Ann Griffin** is now director of the Falvey Memorial Library at Villanova (Pa.) University. . . . **Marcia Miller**, former instructor in library education at Alabama State University Library, Montgomery, is now head of administrative services at Hammond (Ind.) Public Library.

Peter G. Sullivan is now director of the Citizens Library in Washington, Pa. He succeeds another ALA member, **Louise H. Stuart**, who retired Jan. 1. . . . At Cleveland (Ohio) Public Library ALA member **Norman D. Holman** is now head of community services. . . . Two ALA members were honored at the recent Nebraska Library Association conference. **Ella Jane Bailey**, technical services librarian at the University of Nebraska at Omaha Library, received the Distinguished Service award of NLA's College and University Section; and **Connie Champlin**, coordinator of computer education at Omaha Public Schools, became the first recipient of the Mad Hatter Youth Services award, presented by the association's School, Children's, and Young People's Section. . . . ALA member **James B. Nelson**, former director of Cabell County Public Library in Huntington, W. Va., recently became director of the Jacksonville (Fla.) Public Library System. He succeeded another ALA member, **Harry Brinton**, who recently retired after 23 years of service. . . . **Jacki Schenck**, former library consultant at the New Mexico State Library, Santa Fe, is now corrections librarian for the San Joaquin Valley Library System in Fresno, Calif. . . . Dec. 5 ALA member **Clara E. Breed** became the first city librarian since 1916 to be named Librarian Emeritus of the San Diego (Calif.) Public Library. . . . In January **Stella Kennan** became secretary general of the Federation Internationale de Documentation (FID), headquartered in The Hague, Netherlands. . . . ALA member **Joseph M. Dagnese**, director of libraries at Purdue University, West Lafayette, Ind., is 1984 president-elect of the Universal Serials & Book Exchange, Inc., headquartered in Washington, D.C. . . . **Chris R. Ikehara** is now manager, information resources, for the Special Libraries Association, New York, N.Y. . . . ALA member **Joan Rapp**, former head of the Access Services Department at Temple University, Philadelphia, Pa., is now assistant university librarian for circulation and automation services at San Diego (Calif.) State University Library. . . . From SUNY comes word that **Marcia Zubrow** and **Susan P. Besemer** are recipients of its Chancellor's Award for Excellence in Librarianship. Zubrow is head of reference, Charles B. Sears Law Library, at SUNY/Buffalo; Besemer, formerly media librarian in the E. H. Butler Library of the State University College at Buffalo, is now Butler's associate director. Other recent SUC/Buffalo library appointments are: ALA member **Mary Karen Delmont** as assistant to the director; **Jerome Earley** as coordinator of learning systems; and **Marilyn Kihl** as curriculum lab librarian. . . . At Syracuse (N.Y.) University Libraries **Wendy Bousfield** is now English and American language and literature/linguistics bibliographer; **Eileen Emerson** is personnel librarian; and ALA member **Barbara Uchtorff** is assistant circulation librarian. . . . March 30 ALA member **John Oliver** will retire as director of the Flint (Mich.) Public Library. . . . **Dena Janson**, cataloger at the James P. Adams Library of Rhode Island College, Providence, has exchanged posts for seven months with **Philip O'Donohue** of Preston Polytechnic Institute in Preston, Lancashire, England. . . . Recent appointments at the University of Missouri–Columbia Libraries are **Marsha Stevenson** as director of Circulation and Interlibrary Loan Services and **John Drew Racine** as assistant director for technical services. Both are ALA members. . . . ALA members **Hazel Furman** and **John Miniter** have announced their plans to retire this year from the faculty of the School of Library Science at Texas Woman's University, Denton. . . . **Barbara Turman** recently became head reference librarian at Brown University Library in Providence, R.I. An ALA member, she last served as head librarian, Documents Collection, at the General Libraries System of the University of Texas at Austin. . . . ALA member **Linda M. Olson** is now library automation specialist at the University of Wisconsin–Eau Claire. Olson is currently chair of the Wisconsin Association of Academic Librarians. . . . The Pennsylvania Library Association recently presented its New Librarian Honor's award to ALA member **Roberta Greene**, youth and public information specialist for the York (Pa.) County Library System.

Deaths

Jane Pulis, librarian for Germanic collections at University of California/Berkeley, died Nov. 20. She was coauthor of *Index to Festschriften in Librarianship, 1967–1975*, and was the author of several other publications. . . . **Eleanor M. Portteus**, retired director of school libraries for Cleveland Public Schools and assistant professor at Kent (Ohio) State University, died Nov. 4. She was named 1972 Librarian of the Year by the Ohio Library Association. Memorial contributions are being accepted by KSU's Friends of the Library group. . . . **Gordon L. Bennett**, 75, Colorado state librarian from 1943 to 1970, died Dec. 20. . . . **Robert A. Jones**, 57, founder of the Catalog Card Corporation and the first vendor to produce catalog cards by computer, died Dec. 21. . . . **Edith Scott**, chief of the Cataloging Instruction Office at the Library of Congress, died Nov. 2. . . . **Charles E. Sims, Sr.**, Kansas state librarian from 1973 to 1975, died last August. . . . **Elizabeth Krendel**, children's librarian at the Jordan-Bank/Hopewell School in Oxford, Pa., since 1972, died Nov. 6. The children's library at the school will be renamed in her memory. . . . **Bruce K. Schmidt**, city librarian at the Southfield (Mich.) Public Library since 1972, died Dec. 10. A memorial fund has been established at the library system for a special collection of Shakespearean materials. □

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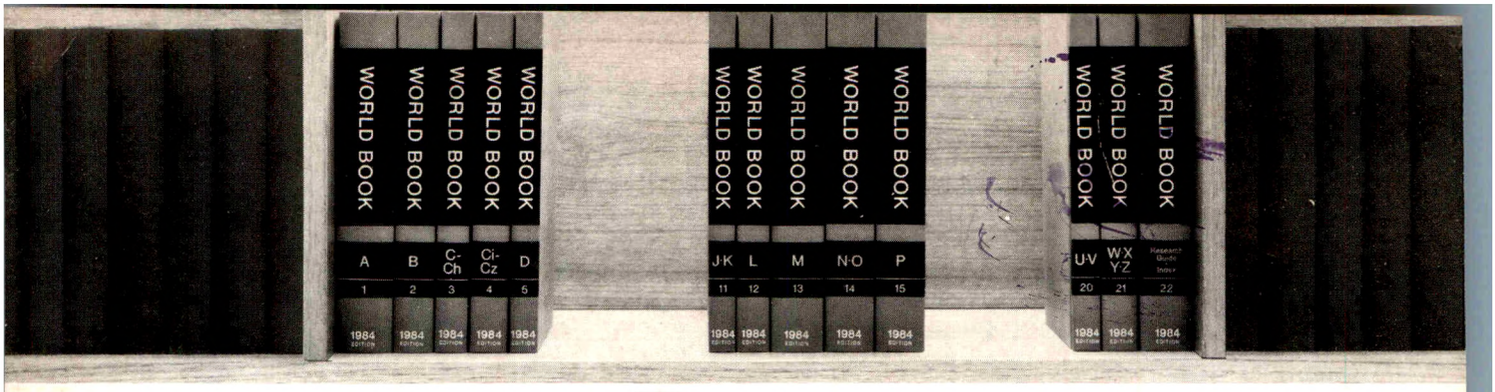

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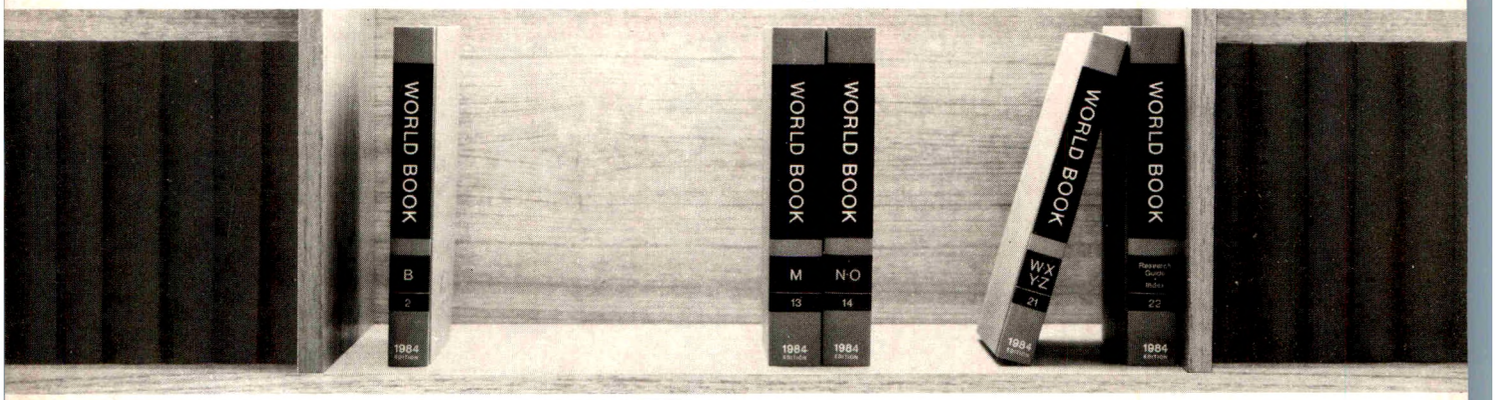

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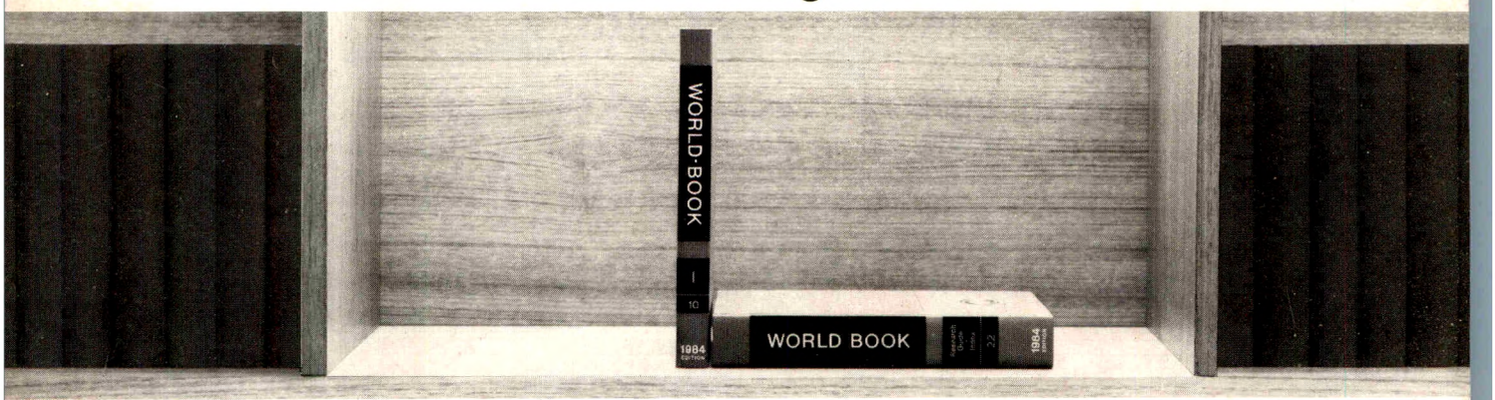

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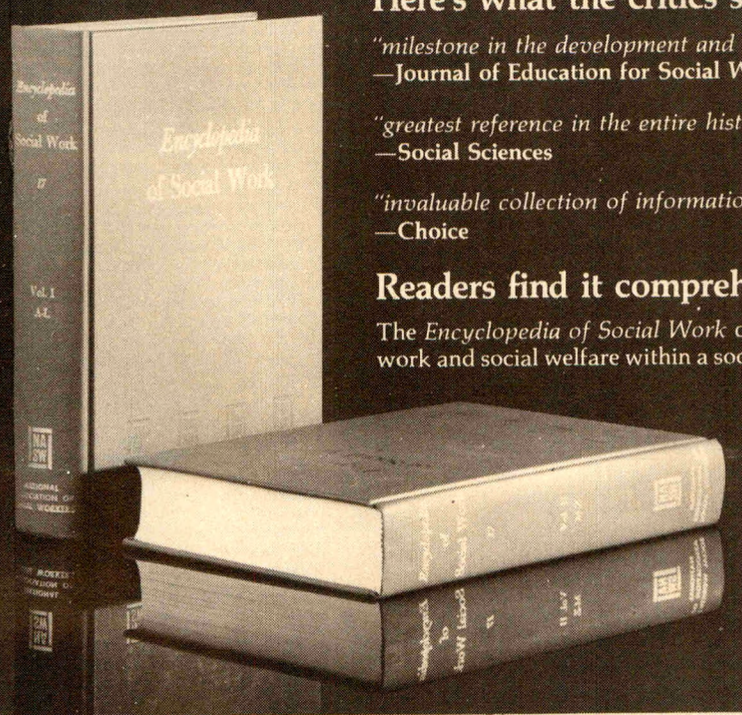

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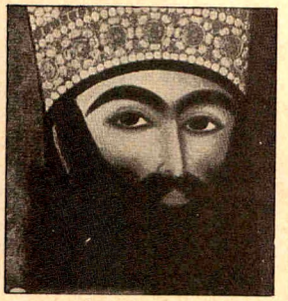

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278 News/ Audits question millions in past LSCA grants; director of women's history library arrested, charged with fraud.

284 Quick Bibs/ New travel narratives selected by Bill Ott.

293 Outstanding Reference Sources of 1983/ Annotated selections by the Reference Sources Committee, ALA Reference and Adult Services Division. The annual list has moved to *American Libraries* and this year features 37 distinguished titles.

303 What's Wrong with Reference/ Reference administrator William Miller presents a sweeping indictment of trends and attitudes as they affect the quality of basic services.

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332 Privacy/ "Library Confidentiality for the Other Half," by Heather McNeil McQuarie. How to get state laws passed.

334 ACRL conference/ Susan Brandehoff reports.

336 Subject Access/ Lesson Four of Prof. Atherton's course, with Lucia Rather, Mary K.D. Pietris, and Fred E. Croxton.

340 Software Showcase/ Overdue notices for small libraries.

286 Action Exchange
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Cover: A major exhibition on censorship, June 1–Oct. 15 at the New York Public Library, will include this 1792 James Gillray etching of Thomas Paine's nightmare. Paine was convicted of seditious libel for attacking the English monarchy in *The Rights of Man*. See p. 282.

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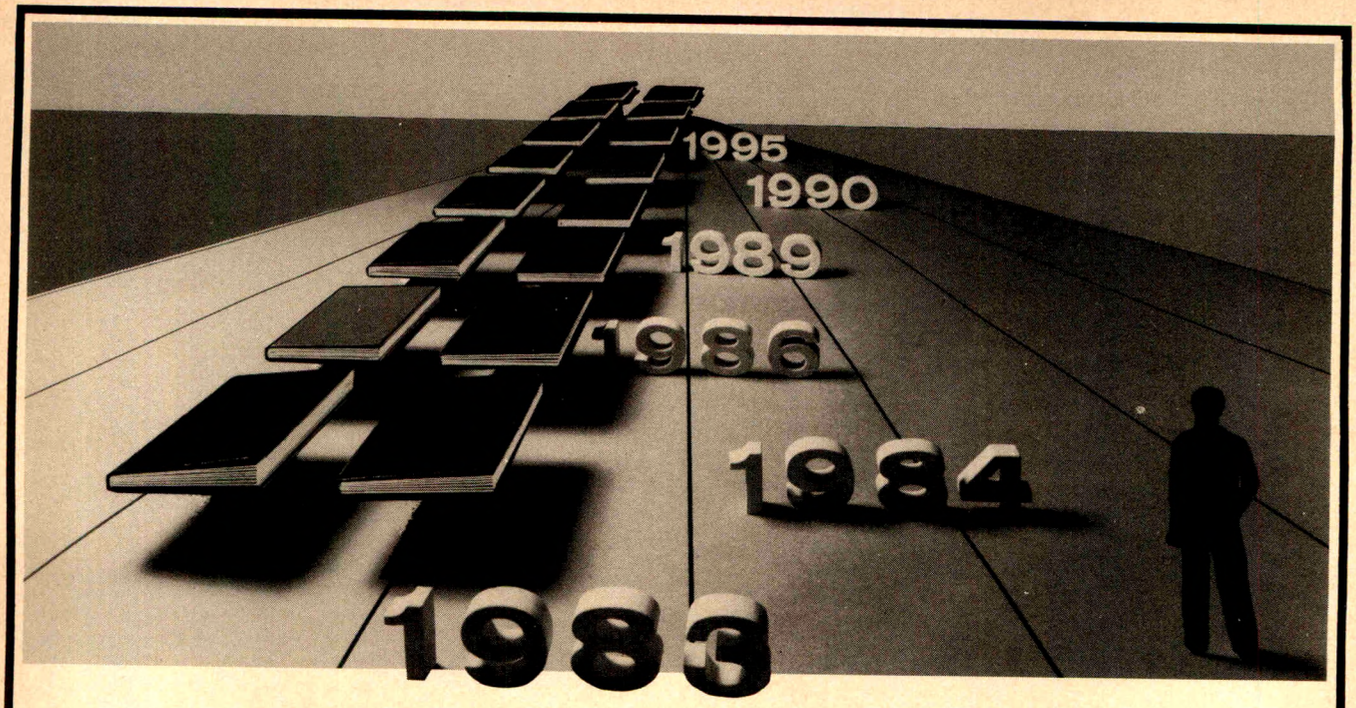

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editors' page one:

Retrieving library $$ from orbit

WHEN THE SPACE SHUTTLE CHALLENGER RE-trieved the malfunctioning, $235 million Solar Maximum Mission satellite at a cost of about $50 million, it seemed a reasonably good use of public funds as well as an act of heroism.

Less well known is another retrieval mission involving millions of federal dollars launched into library space in the late seventies. This mission, also, is costing the taxpayers plenty; but it isn't quite clear who benefits.

Under U.S. Office of Management and Budget guidelines, many federally funded programs administered by the states are being checked for fraud, waste, and abuse. Among the programs being audited by the Dept. of Education is the Library Services and Construction Act. The latest audit to surface concerns the Illinois State Library and more than $6 million in past grants. At least three other states have come under similar audits of LSCA management. Lois Pearson's account of recent developments appears in this month's news section.

No one wants fraud, waste, or abuse of public funds; and, happily, the audits have demonstrated nothing of the sort in the library programs. LSCA funds are being spent on libraries, and to the benefit of library users. Let no citizen or legislator think otherwise.

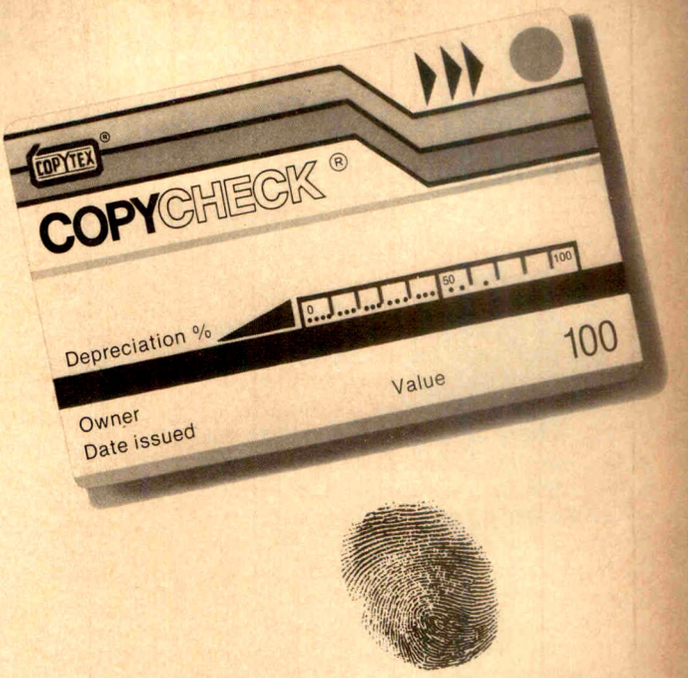
The questions coming up in the audits concern adherence to the letter of the LSCA regulations. Were funds earmarked for one title spent on another? Was a definition of public library stretched too far? Was the money spent within the allowable time? Were the proper accounting procedures employed at grantee level?

So far, the truth seems to be that in some cases yes, the library agencies were within bounds; but in others, they were lax, or confused, and will shape up in the future.

In the Challenger's mission, retrieval was carried out by right-stuff astronauts and ground crews while the world cheered. In the LSCA retrieval program, it is done by federal auditors who must sometimes camp for months in the offices of the state library agency to sift through the records. Is it one of those dirty, rotten jobs that somebody has to do? Maybe; but federal auditors are well paid, which is why an audit of a million-dollar program can cost a small fortune in itself. The dirty, rotten part really falls to the library agency people, who have to spend full time on the audit and full time on their ongoing projects.

Chances are that the present audits will be negotiated in long appeal processes and will not result in catastrophic penalties for the states. The worst that might happen is that audit-phobic grant administrators shy from innovative programs that might stretch the letter of the regulations.

We can be satisfied at least that the LSCA program is not malfunctioning. With careful piloting as well as sufficient thrust, we can keep this "Library Maximum Mission" vehicle in orbit. —*Art Plotnik*



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in the news

U.S. audit asks return of millions in LSCA grants

"U.S. seeks fortune from state library," the *Chicago Tribune* headlined March 25. The federal Department of Education wanted Illinois to refund $6.9 million of the $10.5 million it received during a two-and-a-half year period under the Library Services and Construction Act, the story reported.

Bridget Lamont, who has directed the State Library of Illinois since last July, told the *Trib*, "I'm optimistic that we will be able to resolve the problems, because I believe that we used the money appropriately." She explained to *AL*, "There's a philosophical disagreement about how the money was spent. The Inspector General's audit questions expenditures we felt were valid."

In 1981, IG auditors in Illinois spent nine months evaluating the use of LSCA program funds from July 1, 1977, through Dec. 31, 1980. In addition to their work at the state library, they made site visits to the Rolling Prairie Library System in Decatur, the Chicago Public Library System, the Illinois Valley Library System in Pekin, and the Kaskasia Library System in Smithton.

In the 24-page IG audit report dated Sept. 12, 1983, the auditors recommended that the state library refund $2.5 million used for library systems development they considered ineligible under LSCA Title I, Library Services, and $3.6 million spent on other projects they questioned. They also asked the Illinois library to refund $91,184 used on a salary equalization program which had not been included in the plan approved by the Education Department program office, the Center for Libraries and Education Improvement (CLEI).

The auditors also charged that some LSCA funds advanced by the state were not spent during the required two-year period but deposited for later use. The IG found that the state library failed to maintain adequate administrative control and accountability in compliance with federal regulations.

Illinois responds

"Illinois is an aggressive library state," Lamont told *AL*. "We are meeting the needs of Illinois citizens and the people at the Department of Education know it."

The Illinois State Library had never before been audited by the department. It contended that since its reports had been accepted and additional grants approved, it was acting in compliance with regulations. The library has been working on changes suggested during the audit process and recently launched a new grants management program approved by CLEI, Lamont said.

The state library sent a response with additional documents to the Inspector General in October. According to Robert Gwin, an IG auditor, the office is now reviewing the information for presentation to Assistant Secretary of Education Donald Senese, who will issue a letter of determination.

The assistant secretary's decision can be appealed to the department appeals board, which functions as a court. For more than a year, the state libraries of Hawaii and Indiana have been waiting for the appeals board to rule on their smaller but similar audits. If a state disputes the board's ruling, it can appeal to a circuit court.

With Congress now considering a reauthorization of LSCA, the library community expressed concern that the audits might make it appear the program funds have been misspent. Florida State Librarian Barratt Wilkins recently studied the audit reports of the three states and found no indication of fraud, waste, or abuse. States differ in their interpretations of the regulations, Wilkins said, but all the LSCA money goes to library programs.

At the April 9 meeting of the Chief Officers of State Library Agencies (COSLA), the group accepted Wilkins' report that the audits suggested no further revisions of the LSCA. COSLA resolved to "continue to work with the Department of Education in monitoring federal library aid programs which are based on state needs and state priorities."

Fraud charges threaten future of women's library

At the 1972 ALA Annual Conference in Chicago, Membership unanimously commended the unique and significant contribution made to the library community by the Women's History Research Center of Berkeley, Calif.

The international archives of women's studies materials is a personal collection begun by Laura X in 1968; microform copies of its data can now be found in 300 libraries in 13 countries. Laura X added a new project in 1979, the National Clearinghouse on Marital Rape.

Throughout the years, Laura X has collected the information in her own home, operating on a shoestring with the help of thousands of women and men who donated materials and time. Since grants to the tax-exempt foundation dried up in 1974, she has depended on contributions, sales of its microfilms, and the federal work-study program. Under that program, the University of California/Berkeley paid student employees and billed the center for half their salaries.

Last August the university ceased referring work-study applicants to the center and began investigating its finances. Earlier a student had reported peculiar pay practices and the university asked him to bring in cancelled checks and time sheets as evidence. University police seized records dating back to 1981.

After consultation with the Alameda County district attorney, campus police arrested Laura X; Colin Smith, a former work-study employee; and Ann Zane, secretary, on March 19. They were released on bail of $72,000, $27,000, and $12,000 respectively.

Two days later they were formally arraigned in municipal court on criminal charges of conspiracy, forgery, and grand theft by means of fraud. The work-study employees allegedly padded their time sheets and gave Laura X money to help pay the center's work-study bill for their salaries. The students also said they paid her money in advance so that she could pay them for working in a later quarter.

Laura X, Smith, and Zane pleaded not guilty, and Penny Cooper, their attorney, filed a demurer, claiming no cause for action. Historians, librarians, and others were writing Cooper in support of Laura X. At U. Cal/Berkeley, Library Education Officer Anne Lipow was working with faculty colleagues to urge mediation so that Laura X does not go on trial or to jail. "Whatever she is alleged to have done, it would have had to be not for herself but for the collection," Lipow told *AL* in April.

For information about the Laura X defense fund, write Penny Cooper, 2134 Allston Way, Berkeley, CA 94704.

(News continued on page 280.)

OCLC copyright claim registered

More than 120 OCLC member libraries complained to Register of Copyrights David Ladd after OCLC applied to register a claim to the entire bibliographic database late in 1982. The member libraries and the regional networks questioned OCLC ownership of the cooperative venture.

At Ladd's suggestion, OCLC limited its claim to the compilation of the online database, and in mid-March the claim was registered. The action means that OCLC, like any copyright registrant, now has a legal basis to initiate litigation against a commercial vendor who infringes on the copyright.

More than a dozen OCLC member libraries, including the universities of Missouri, Minnesota, and Johns Hopkins, recently filed claims for the records they entered into the database. The libraries believe that OCLC has changed the relationships between the utility, its 3,000 members, and the regional networks.

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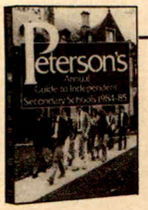

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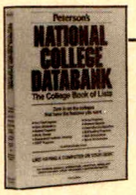

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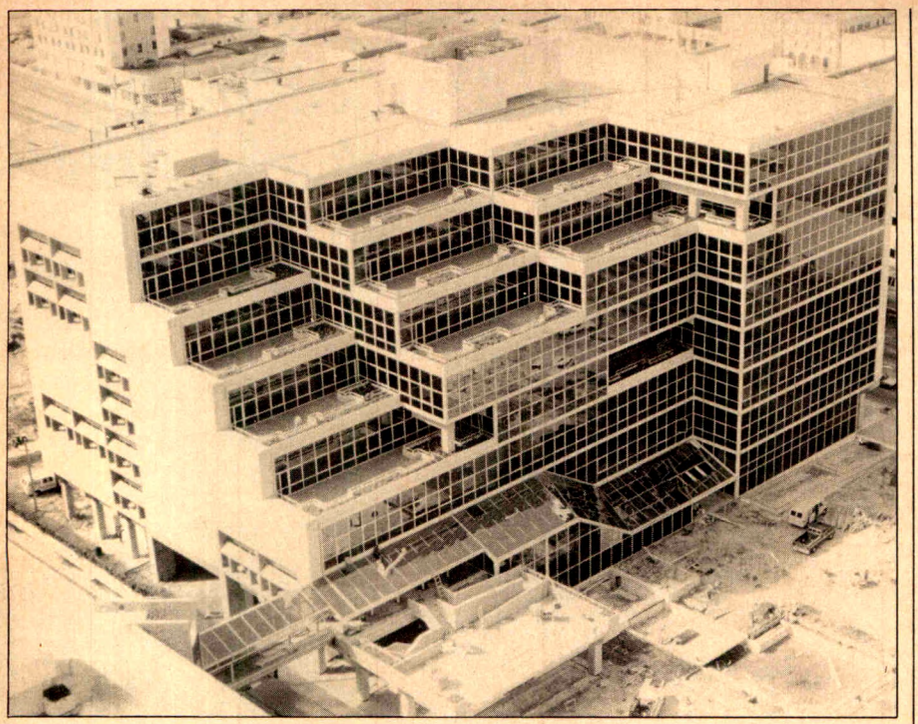

Renaissance in Fort Lauderdale

April 29 marked the opening of a spectacular, state-of-the-art library in Fort Lauderdale, Fla., to serve as the central research facility of the Broward County Library System. Three academic institutions will also use the library.

Opening-day plans called for trumpeting heralders and troubadours in period costume, emphasizing the Renaissance theme and slogan, "A Place for All Reasons." ALA Immediate Past President Carol Nemeyer was scheduled as keynote speaker.

The $39-million, eight-story structure is located in the revitalized downtown of Fort Lauderdale, 25 miles north of Miami. Marcel Breuer Associates of New York and Miller and Mier Associates and Planners of Fort Lauderdale designed the building, which faces a plaza of geometric tiles, a reflecting pool, and a small park. Edward D. Stone was the landscape architect.

The 256,000-square-foot building includes a six-story atrium, a 300-seat auditorium, and a 90-seat restaurant. The Main Library, directed by Phyllis Cartwright, will also serve Florida Atlantic University, Florida International University, and Broward Community College.

Headquarters of the Broward County Library System, directed by Cecil Beach, occupy the top two stories of the new building. Its dedication completed a six-year project that also built or renovated nine community or regional libraries, bringing the total number of libraries in the system to 23. In June the Broward County system will celebrate its 10th anniversary.

FCC hears library pleas, postpones proposed hikes

For months the library community has been warning Congress and the Federal Communications Commission that the proposed increases in telecommunications charges would cripple the nation's libraries (*AL*, Jan., p.9). Senators and representatives have spoken in support of libraries, and recently the FCC indicated it is getting the message.

In February an FCC memorandum noted: "The American Library Association states that the cost of private lines used to access the largest bibliographic data base would be increased by 60 to 84 percent and that an increase of this magnitude could threaten the viability of many library data bank systems."

In March, the FCC postponed higher phone charges and tariffs until June. The flat access charge of $6 per line per month for multiline business customers, including many libraries, scheduled to begin April 3 was postponed until June 13. So were rates changes for OutWATS and 800 service. The new tariff for AT&T interstate private line service used by OCLC, RLIN, and WLN for library data communications, was suspended until June 1.

The FCC told AT&T and the Bell System companies to maintain the status quo on fees until FCC staff could resolve questions about whether some of the new fees are too high. The 12.75 percent profit margin authorized for the exchange carriers and AT&T may lead to unjust and unreasonable rates, the agency said.

In an FCC memo dated March 28, the agency again noted that ALA was among the users expressing concern over the huge increases in special access rate levels. "Concerns that private line increases may drive these entities out of business, or at least make telecommunications so unaffordable as to

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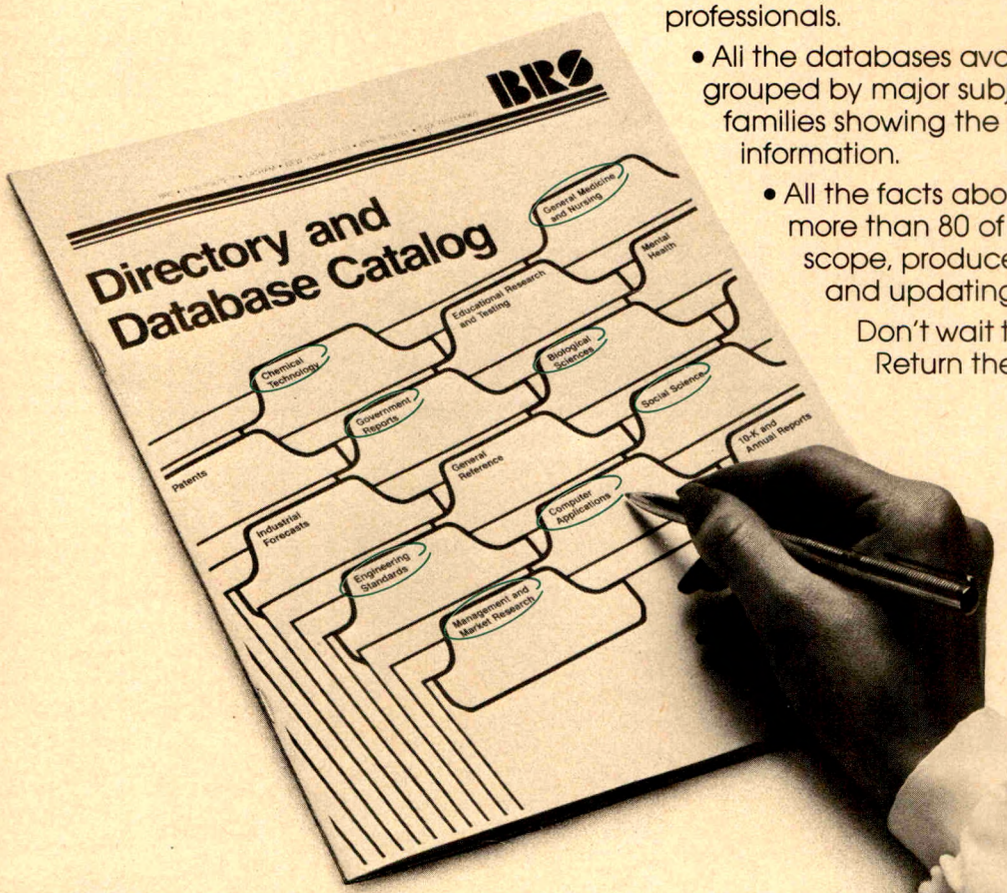

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In the News

alter their primary business, require this commission to be diligent in reviewing the cost information submitted in justifying rate increases."

AASL document asks:

Stay with ALA, change it, or form separate group?

A committee of the American Association of School Librarians has identified several problems it believes must be resolved if AASL is to remain a division of the American Library Association.

The problems are outlined in a 13-page report prepared by the AASL Future Structure Committee and mailed to all division members in April. The document sets forth AASL's mission, perceived obstacles to carrying out that mission, and three options for AASL's future.

As revealed in an earlier draft discussed at ALA Midwinter (*AL*, Feb., p. 101), these options are: improving AASL's ability to operate within ALA; moving ALA toward a federated structure; or separating from ALA and establishing a new independent organization.

Committee members Carolyn L. Cain, Glenn E. Estes, and Karen Whitney identified

(Story continued on p. 283.)

Censorship exhibit to reopen NYPL exhibition hall

"Censorship: 500 Years of Conflict," a survey of censorship from the development of printing through the present, will reopen a major exhibition hall at the New York Public Library next month. The ornate marble Gottesman Exhibition Hall on the main floor, partitioned into offices in recent years, has been refurbished as part of a $44.6 million program to restore and repair the Central Research Library at Fifth Avenue and 42nd Street.

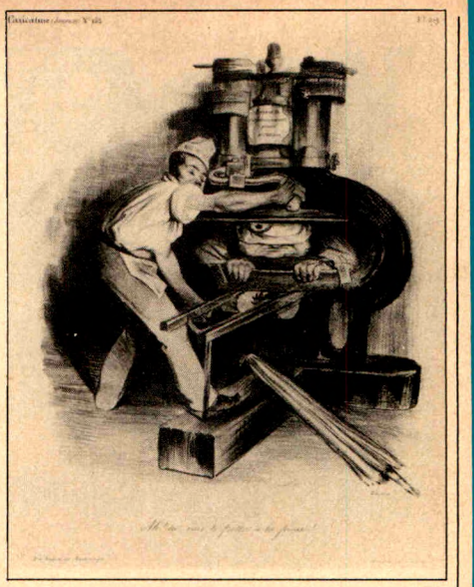
Opening June 1, the exhibition draws on the library's holdings to depict five centuries of political, scientific, religious, and moral censorship, organized in six chronological periods.

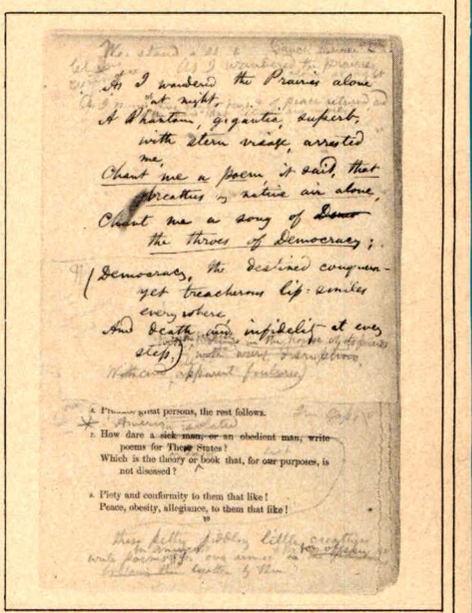
Among the nearly 300 items on display are (pictured, from top): an 1834 lithograph by Honore Daumier illustrating the artist's response to French laws restricting freedom of the press; Walt Whitman's own annotated copy of *Leaves of Grass,* which caused his dismissal from a clerkship in the Department of the Interior when found in his desk; and a first edition of Mark Twain's *Adventures of Huckleberry Finn,* which is now banned in some communities because of its depiction of blacks.

Other highlights of the exhibit include a 1534 first edition of Martin Luther's German translation of the Old Testament, condemned by the Catholic Church throughout Europe and placed on the Index of Prohibited Books; George Washington's personal copy of *Letters, from M. de Voltaire,* in which Voltaire discusses censorship issues surrounding the *Encyclopedie* and other banned writings of the day; a letter from William Thackeray, editor of *Cornhill Magazine,* to Elizabeth Barrett Browning rejecting a poem that mentioned an "illicit passion between a man and a married woman"; and a 1916 issue of *The Woman Rebel,* a newspaper published by Margaret Sanger, describing her indictment for mailing the publication, which offered advice on birth control and abortion.

"An exhibition of this breadth could only be drawn from the collections of a handful of institutions," said Ann Alter, a historian from the Institute of Research in History and member of the exhibition's curatorial team. "The sheer quantity of important material from which to choose, representing all periods in history, made our task both extremely complex and very exciting."

NYPL is also mounting four smaller, complementary exhibitions during the run of the central exhibition, covering censorship in black America (at the Schomburg Center for Research in Black Culture), in British and American theatre (at the Lincoln Center Library for the Performing Arts), in Slavic countries, and in libraries today (both at the Central Research Library). In addition, the library will present a series of films, lectures, and panel discussions examining contemporary censorship issues.





obstacles or "constraints" in areas of program, finance, staff, and governance. Under program, the report cited what might be paraphrased as: turf conflicts with other divisions; lack of clear responsibility within ALA for school library matters; AASL's insufficient share in ALA's legislative, intellectual freedom, and public information activities; limitations on national conferences sponsored by AASL; and restrictions on alliances with other associations.

In matters of finance, the report said, AASL finds itself a victim rather than a beneficiary of ALA dues increases and appears to be restricted in the net gain it can derive from non-dues resources.

The division's staff is too small for its responsibilities, and might be better off operating out of Washington, the committee said. Also, it claimed, AASL's 5,300 members are subject to underrepresentation in ALA's governance structure.

In a cover letter from AASL President Judith M. King, members are asked to study the report and take part in a survey to be conducted before ALA's Annual Conference. Membership input will go to the AASL Board and to a subcommittee of ALA's Executive Board, now studying the report. Subcommittee Chair Regina Minudri told *AL* she has asked King to form a group to work directly with ALA Executive Board members.

Asked for comment, ALA Executive Director Robert Wedgeworth said, "The report expresses AASL concern about a number of problems, some not unique to that division. It is ALA's responsibility to work with these problems as best we can, and the Executive Board has committed itself to doing so immediately. Although other divisions have similar concerns, AASL is the first to present them in this type of organized document, and so we'll be dealing with AASL first."

Stamp honors the nation's archivists and 50th year of Archives

U.S. Archivist Robert M. Warner welcomed guests to the dedication of a new tan, black, and red postage stamp recognizing the 50th anniversary of the National Archives April 16. In the National Archives Rotunda, where the Declaration of Independence, Constitution, and Bill of Rights are on display, Assistant Postmaster General William V. Chapp dedicated the 20-cent stamp designed by Michael David Brown and honoring the work of the nation's archivists in preserving the nation's heritage.

news in brief

USC options. On March 1, University of Southern California Provost Cornelius J. Pings asked Dean Roger Greer of the School of Library and Information Management to prepare a plan to discontinue the school. Greer responded with a review offering three options: closing the school, merging the program with another unit, and initiating a recovery and development program. He recommended the latter, pointing out that enrollment went up 25 percent last fall. The current enrollment is 105 masters and doctoral students.

USC alumni, friends, and library employers are mustering to save the school, which hopes to celebrate its 50th anniversary in 1986. On March 23 the California Library Association asked the university administration to consider "the grave consequences to this profession which serves all the people of our state." Alumni launched a drive to pledge $100,000 a year for the next five years.

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Senate considers reauthorizing LSCA. Vermont State Librarian Patricia Klinck, New York Public Library Branches Director Edwin Holmgren, and Literacy Resource Librarian Jane Heiser of the Enoch Pratt Free Library were among the nine witnesses testifying for reauthorization of the Library Services and Construction Act at a Senate Education, Arts, and Humanities Subcommittee hearing March 23.

A week later the subcommittee chair, Sen. Robert Stafford (R-Vt.), introduced S. 2490, a five-year reauthorization and amendment of LSCA (*Congressional Record*, March 29, p. S3427–3432). S. 2490 is based on HR 2878 passed by the House of Representatives Jan. 31 (*AL*, March, p. 126). The Senate bill adds an overall emphasis on the new technologies and reduces the required federal share of Title II construction grants from 50 percent to 33 percent.

House gets two HEA bills. In the House of Representatives March 22, Postsecondary Education Subcommittee Chair Paul Simon (D-Ill.) introduced HR 5240, a 356-page extension and amendment of the Higher Education Act. At the first HR 5240 hearing March 27, Rep. Tom Coleman (R-Mo.) expressed regret that minority members of the subcommittee could not support the bill mainly because of its increased cost.

Coleman and Rep. Bill Ford (D-Mich.) introduced a separate extension and amendment of HEA Title II, which they want renamed "Academic Library and Information Technology Enhancement," on March 21. Their bill, HR 5210, would authorize grants for technological equipment and joint use and demonstration projects.

Both bills would keep all parts of Title II together, and both, in different ways, would target college library grants to needier institutions. □

Next month in *American Libraries*

June's *AL* will highlight activities at the ALA Dallas conference, where extra copies of the magazine will be distributed. Articles on automation RFPs, injudicious weeding, publishing with ALA, the Linked Systems Project, and more will also appear.

QUICK-BIBS: New and recent books on a timely topic

Bill Ott, compiler

TRAVEL NARRATIVES

Fodor's travel guides are fine for real-life travelers, but libraries also need to serve the armchair types who traverse only mental landscapes. As the vacation season approaches, vicarious travelers everywhere will be looking for books that not only transport them to distant lands, but do so stylishly, in prose that says as much about people as it does about landmarks. The titles below rate four stars on both counts: as introductions to such fascinating tour guides as the sophisticated Jan Morris and the iconoclastic John Krich, and as passports to an infinite variety of locales, from trout streams in Oregon to a restaurant in Katmandu known for its "knockout hash cookies." All the books included were published in 1984. Bon voyage!

Abbey, Edward. *Beyond the Wall*. Holt, 1984, $14.95.(0-03-069301-2, 83-18346)

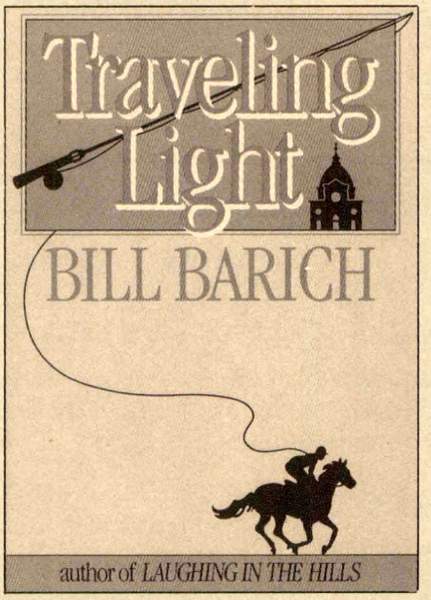
For anyone looking to escape the claustrophobia of urban life, Abbey points the way to such fresh-air pursuits as hunting grizzly bear in Alaska or exploring the "ancient dust" of the Great American Desert in Sonoma's Pinacate region.

Barich, Bill. *Traveling Light*. Viking, 1984, $14.95. (0-670-72477-7, 83-47998)

Barich is the kind of traveler who goes where his interests lie, and his interests include horse racing, fishing, and English beer. He takes the traveler from trout streams in northern California to Florentine *palazzi*. Teetotaling nonanglers who've never been near a backstretch needn't despair; Barich makes you care about a well-drawn pint of bitter whether you're thirsty or not.

Irvine, Lucy. *Castaway*. Random, 1984, $16.95. (0-394-53542-1, 83-43196)

After answering an ad in a London travel magazine ("writer seeks 'wife' for a year on a tropical island"), Irvine found herself living a Robinson Crusoe–like life off the Australian coast. Her vividly written account of this harrowing yet revelatory experience makes consistently gripping reading.



Barich's deeply personal book describes a year of wandering from the Pacific Northwest to Tuscany.

Krich, John. *Music in Every Room: Around the World in a Bad Mood*. McGraw-Hill, 1984, $14.95. (0-07-035302-6, 83-18755)

The curmudgeonly Krich and his amiable girlfriend, Iris, make a delightful odd couple as they meander through various Asian cities and regions. Share their travails and be glad you stayed home.

Morris, Jan. *Journeys*. Oxford, 1984, $15.95. (0-19-503452-X, 83-25009)

While never losing her ability to write graceful, perceptive prose, Morris has the knack of seeing a place on its own terms, whether it be Aberdeen, Scotland, or Brownsville, Texas—only two of her subjects in this captivating collection.

The Sophisticated Traveler. Ed. by A.M. Rosenthal and others. Random/Villard, 1984, $14.95. (0-394-53645-2, 83-50930)

Based upon material from the *New York Times* travel supplement, this collection features essays by famous writers on London, Paris, Rome, and Athens. Saul Bellow, V.S. Pritchett, and Muriel Spark beat Baedeker any day.

Thubron, Colin. *Where Nights are Longest: Travels by Car through Western Russia*. Random, 1984, $16.95. (0-394-53691, 83-43188)

A camping trip to the Soviet Union? Not the usual destination of the Winnebago set, to be sure, but somehow British writer Thubron received the necessary authorization and was able to meet a fascinating array of ordinary Russians in everyday situations.

Trevor, William. *A Writer's Ireland: Landscape in Literature*. Viking, 1984, $25. (0-670-79082-6, 83-81754)

Trevor mixes his own lilting prose, carefully selected quotes from other Irish writers, and evocative black-and-white and color photos to capture the uniqueness of his native land.

Wright, Ronald. *Cut Stones and Crossroads: A Journey into the Two Worlds of Peru*. Viking, 1984, $20 (0-670-69381-2, 83-40216)

In a comfortable combination of eccentric travelog and perceptive archaeological survey, Wright both muses on ancient Incan ruins and describes the daily life of modern Peru. His eye for detail extends well beyond artifacts: "In the mattress there were leggy things like silver-fish." □

***Bill Ott,** who writes this column freelance for* American Libraries, *is books-for-adults editor of ALA's* Booklist *magazine.*

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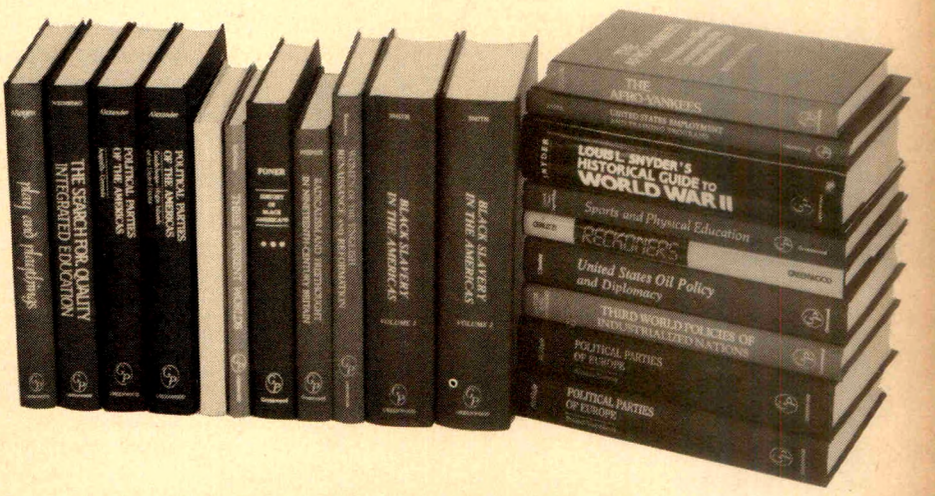

Political Parties of the Americas: Canada, Latin America, and the West Indies edited by Robert J. Alexander. xxviii, 1274 pages in 2 volumes. $65.00 *Alexander's academic background and long personal involvement in Latin America qualify him eminently for the general editorship of this important work. His scholarly contributors have been meticulously selected for their individual expertise. . . . The uniform treatment by country is an alphabetical arrangement. . . . An extremely comprehensive index accompanies this highly recommended work.* —Choice

Reckoners: The Prehistory of the Digital Computer, from Relays to the Stored Program Concept, 1935-1945 by Paul E. Ceruzzi. xii, 181 pages. $29.95 *Lucid introduction and explanation, supplemented by helpful glossaries, an appendix, and historically valuable chapter-end notes and bibliography. . . . Highly informative, this little book is the promising first in a new series.* —Science

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Sports and Physical Education: A Guide to the Reference Resources compiled by Bonnie Gratch, Betty Chan, and Judith Lingenfelter. xxi, 198 pages. $29.95 *This excellent annotated bibliography . . . includes English-language monographs, serials, government publications, and ERIC documents . . . Recommended. . . . There is no other extensive annotated bibliography available on this subject. It will be a handy source.* —Choice

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action exchange

On handling contest buffs and using p.a. systems

Q. How do libraries handle the multitude of patrons who ask for help in researching answers to contests? *Elizabeth Tyson, Reference Librarian, Delray Beach Library, 29 SE 4th Ave., Delray Beach, FL 33444 (AL,* Dec., p 711).

A. The Los Angeles Public Library handles contest questions as ready reference, except that we will not make a separate call-back to the patron. During a recent newspaper contest tie-breaker in which 21 questions had to be answered within three days, the strict application of our policy caused much frustration for both staff and patrons. As a result, we are currently examining the policy and would appreciate hearing from other libraries. *Helene G. Mochedlover, Principal Librarian, Literature and Fiction, Los Angeles Public Library, 630 W. Fifth St., Los Angeles, CA 90071.*

A. How about scheduling programs to help contest entrants make better use of the library? Instead of telling patrons "We don't answer contest questions," offer a workshop for puzzle-solvers on decoding the library. *Andrew Hansen, Executive Director, Reference and Adult Services Division, ALA.*

Q. Do any academic libraries use a public address system to summon patrons and staff? *Anthony G. Tassin, Humanities Chair, Earl K. Long Library, University of New Orleans, Lake Front, New Orleans, LA 70148 (AL,* Dec., p. 711).

A. While designing and planning the UCLA Engineering and Mathematical Sciences Library in 1958, I asked the architects to incorporate a public address system. It includes 11 speakers in the stacks and reading room. Switches at the microphone near the circulation desk can activate any or all the speakers at one time.

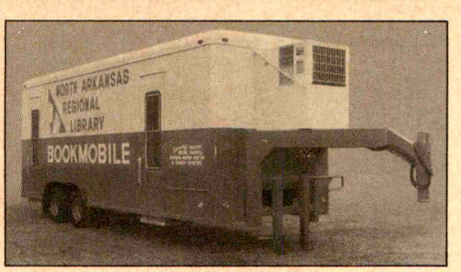
The system announces closing time, summons staff members in the stacks, and calls borrowers of reserve books when they are overdue and others request them. Occasionally it is used in emergencies.

If it is not abused by too many calls, readers don't object. I recommend it to academic libraries, including large branches. *Johanna E. Tallman, 4731 Daleridge Rd., La Canada, CA 91011.*

A. We have a p.a. system available to page patrons or staff in emergency situations. We employ an autocall paging system for everyday use, with individual signals of long and short bells for each librarian. My signal is one long bell and the coordinator of public services gets three long rings followed by three short ones. The system is fairly unobtrusive and suits the needs of our library. *Penny Elkins, Reference Librarian, Jessie Ball du Pont Library, University of the South, Sewanee, TN 36375.*

A. Our policy for use of our public address system is fairly strict, but we feel the system is a tool with mixed blessings. We refuse 90 percent of the paging requests and only about 50 percent of the people respond to the paging. *Janet Strong, Circulation Librarian, Boise State University Library, 1910 University Dr., Boise, ID 83725.*

(Continued on p. 288.)



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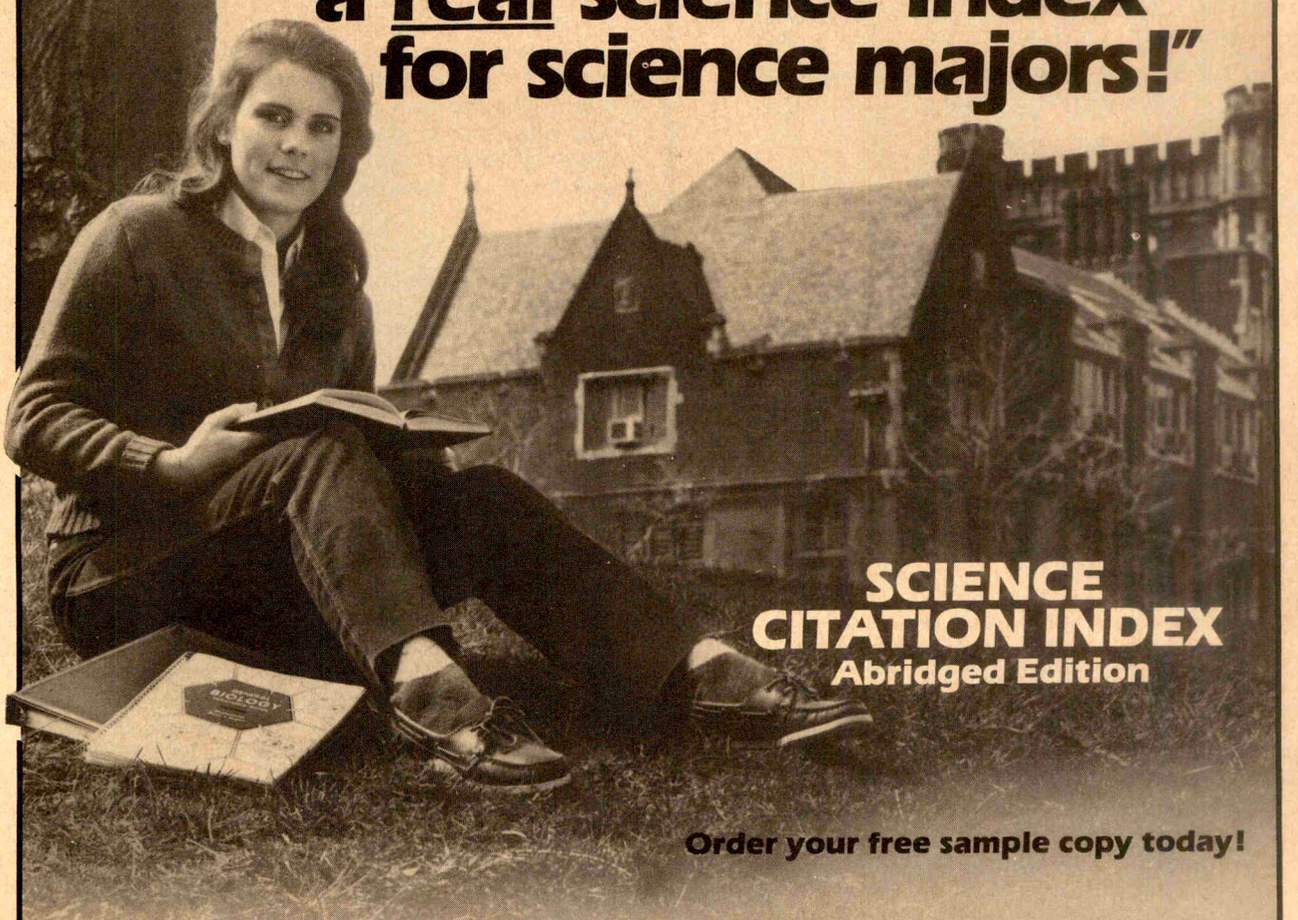

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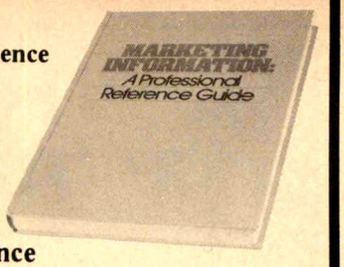

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(Action Exchange continued)

A. Because my library work frequently takes me away from a telephone, I signed up with a paging and signaling service and lease a tone-only pager so that a disabled relative can always reach me in an emergency.

Libraries interested in radio paging should find out if their parent institution uses a private system that the library could join. The maintenance work crews here use a combination of pagers and portable radio transceivers. At least two nearby hospitals use low-power radio paging systems that work within the hospital. For more information, look in your phone directory yellow pages under paging and signaling service for common carrier systems or radio communication equipment for private system. *A Texas reader.*

Q. Where can we purchase a book-like folder for old U.S. Geological Service topographical maps done early in this century? ***Leonard Hammer, Director, Royal Oak Public Library, 222 E. Eleven Mile Road, Royal Oak, MI 48067.***

A. University Products, POB 101, South Canal, Holyoke, MA 01041, is a major provider of archival and preservation materials for libraries. The firm can provide boxes made to order and hinged mylar sheets, which we have found excellent for preserving the older 15' quadrangles. Not only are the quadrangles protected, they can be used by the public inside the mylar envelopes. Just using boxes leaves the maps open to damage.

If you have an extensive collection of the older USGS quadrangles, map cases are a better solution than boxes. The Hobart Cabinet Company, 301 E. Water St., Troy, OH 45373, makes map cases that are generally less expensive than the traditional "blueprint cases" and are adequate for USGS maps. *J. B. Post, North/Central Area Specialist, OWA, Free Library of Philadelphia, Logan Sq., Philadelphia, PA 19103.*

Over to you

1. Where can we get portable ultrafiche readers to go with our Library of American Civilization and Library of English Literature collections? (Wis.)

2. How do libraries catalog and check out toys? (Fla.)

3. How do undergraduate libraries maintain quiet? (N.C.)

4. How can school libraries dry out soaking wet books students return to us? (Mass.)

5. Is anyone using an integrated periodical display system to save space? We need ideas, please. (Ont.)

Please send replies to Action Exchange

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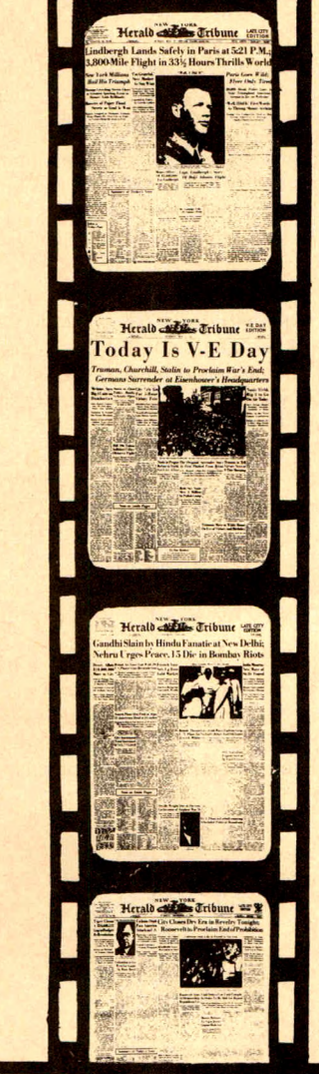

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reader forum

American Libraries encourages comment up to 250 words on recent content in our pages or on matters of general interest to the library profession. Letters must be signed and are subject to editing for economy. Longer contributions may be submitted to the "On My Mind" department.

IRRT endorses UNESCO resolution

IN YOUR NEWS ARTICLE "ALA Council Urges Reagan to Stick with UNESCO" (Feb., p. 70), you failed to mention at least one ALA unit that endorsed the resolution urging the U.S. Secretary of State to negotiate with UNESCO's director general to resolve their differences: the International Relations Round Table.

The executive committee of IRRT voted unanimously at its Midwinter ALA meeting to support the resolution proposed by Tom Galvin in the International Relations Committee. The IRRT board shares the strong concern of many ALA members that the library community has a major stake in the worldwide information programs of UNESCO, and feels that U.S. withdrawal from UNESCO will not solve the problems which our administration hopes to correct. We concur in Dean Galvin's statement, "You don't correct by withdrawing; you then have no voice."

Members of our committee also feel that U.S. withdrawal from UNESCO jeopardizes our own international relations programs and further isolates our country, and our profession, from the developing information programs in the Third World in which many ALA members have played an important role.

EDWIN S. GLEAVES, ALA member, Vanderbilt University library school, Nashville, Tenn.

Gunman's disorder not caused by stress

I AM QUITE PERTURBED BY THE consistent insensitivity and seemingly voluntary ignorance of the media towards the millions of Americans with mental illnesses and about the nature of these disorders. The disorder to which you referred in your January "In the News" item (p. 10) on the shooting of Gustave Harrer by a former employee is properly called a bipolar affective disorder. It is not acquired due to an inability to cope with such environmental stresses as the loss of a job, nor is it in and of itself a cause of criminal behavior. Most Americans make very different assumptions, unfortunately, and allow their prejudices to be reinforced by what they read, see, and hear. As an official publication of an influential educational organization, you should have worded your story quite differently.

David Shelley's illness is excruciatingly painful and has killed millions of people over the centuries. Those involved in or aware of scientific, demographic, and clinical research on the disorder are increasingly convinced that the condition is transmitted genetically. It is also, for most people who have it, treatable —though not yet curable—by means of an inexpensive prescription medication, supplemented by other medications and psychotherapy.

Sufferers of the illness who deny its existence and the need for ongoing care take terrible risks for themselves and their associates. But having it is not a crime or a sin and it should not be handled as casually as it usually is.

BARBARA PILVIN, ALA member, Van Pelt Library, University of Pennsylvania, Philadelphia

Career advice for info faddists

YOUR MARCH EDITORIAL, "INFORmation Madness" (p. 124), is one of the finest and most needed of any that you have ever written. I have become increasingly irked by the faddists who have rushed to embrace "information science." They seem all too ready to drop the far more ancient and honorable term "library" in favor of the more ambiguous word "information." They should be grocery clerks or telephone operators.

ROBERT B. DOWNS, ALA honorary member, Urbana, Ill.

"More to a library than information"

YOUR EDITORIAL IN THE MARCH *AL* has my entire support. I have been concerned about the way "information" has become a dumping ground for so many library concepts. So when the *Voice of Z39* goes after you, you should know that there are many who feel that there is more to a library than information.

I thought that James C. Thompson's article, "Advanced Library Obfuscation" (Mar., p. 138–142), touched the same sensitive area, showing how pretentious some of our professional language can be. I trust that you will offer more articles on this subject.

LAWRENCE V. MOTT, ALA member, Champaign, Ill.

Precedent for phone-tariff exemption

AS A MEMBER OF THE SUNY/OCLC Network Advisory Council, I have received copies of ALA's Washington Office press release dated January 1984, and Eileen Cooke's letter to the Secretary of the Federal Communications Commission in the matter of "Investigation of Access Charges and Divestiture Related Tariffs, CC Docket No. 83-1145, Phase II, Part 2. . . ." Her letter (March, p. 128–29) was occasioned by the likelihood that, following the divestiture of AT&T, there will be a dramatic increase in telecommunications charges. Ms. Cooke states that the increased telecommunications charges will "interfere with libraries' social mission."

I am reminded that Alexander Hamilton, also speaking of tariffs, specifically exempted libraries from paying them. In his *Report on Manufactures,* December 5, 1791, he made these comments about a duty of "ten percent, instead of five" on imports:

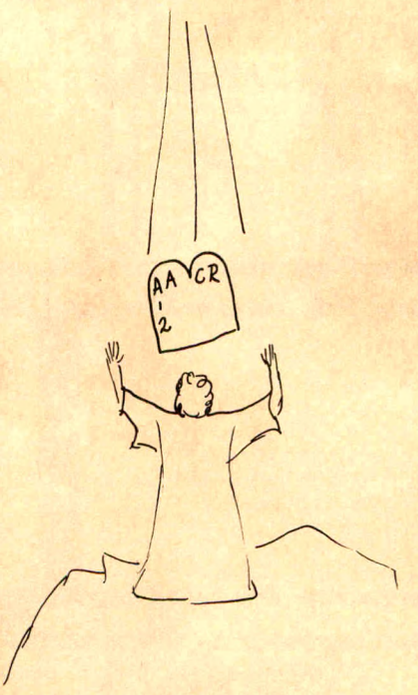
"As to Books which usually fill the Libraries of the wealthier classes and of professional Men, such an Augmentation of prices . . . would be too little felt to be an impediment to the acquisition.

"And with regard to books which may be especially imported for the use of particular seminaries of learning, and of public libraries, a total exemption from duty would be adviseable, which would go far towards obviating the objection (that it may have an unfavourable aspect toward literature). . . .

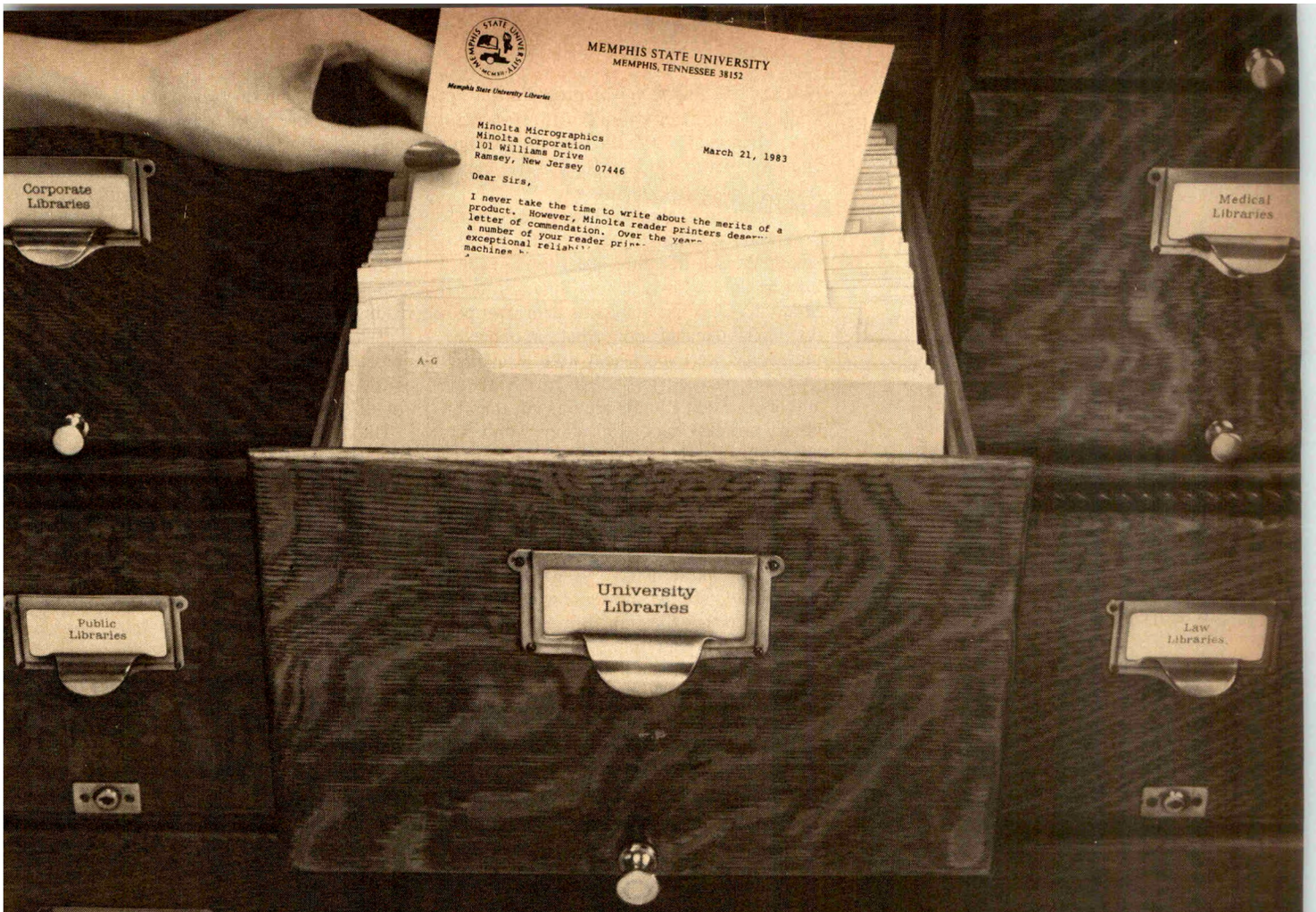
"As to the books in most general family use, the constancy and universality of the demand would insure exertions to furnish

If they'd been librarians by B.B. Rile

ALA member B.B. Rile continues her revisionist series (March, p. 134) on "how much nicer history could have been had there been more opportunity for gifted people to be usefully employed in the library profession."



Moses receives a cataloging code.



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them at home and the means are completely adequate . . . domestic manufacture would conduce to the cheapness of the article.''

I would hope that the Library of Congress will use its original copy of this painstaking early ''policy analysis'' to impress the FCC that ''it is not merely necessary that the measures of government . . . should be calculated to assist and protect them, but that those which only collaterally affect them, in the general course of the administration, should be guarded from any peculiar tendency to injure them.''

JEAN C. PELLETIERE, ALA member, Schaeffer Library, Union College, Schenectady, N.Y.

Covering up a *Conspiracy*?

I WAS DISAPPOINTED THAT A GOOD book on Japanese-U.S. trade was not included in Bill Ott's March ''Quick-Bibs'' (p. 130).

That book is Marvin J. Wolf's *Japanese Conspiracy: The Plot to Dominate Industry Worldwide and How to Deal With It*, published by Empire Books, Nov. 1983, at $13.95. The title provoked quite a strong reaction when it was reviewed in February on ''The Fred Fiske Show,'' a radio talk show heard each weeknight on WAMU in Washington, D.C.

As an ALA member since 1960 I have watched the old *ALA Bulletin* become transformed into perhaps the best library periodical published today. I think you have done an excellent job to improve it even more.

JAY D. TEBO, ALA member, Rockville, Md.

Bill Ott replies:

''Quick-Bibs,'' as its title suggests, is not intended to be comprehensive. The selections are designed to reflect as many approaches as possible to a current topic. Certainly Wolf's Japanese Conspiracy *would have been an appropriate choice for the March list, but with a subject as ''hot'' as Japanese business, there inevitably will be worthy titles not included. One of the functions of ''Quick-Bibs,'' in fact, is to prompt librarians to recall other titles in their own collections on the same subject. Jay Tebo seems to have done just that.*

Equal treatment for software authors

I SHOULD HAVE WRITTEN EARLIER to applaud your ''Software Showcase'' for providing an insight into the makers of the future world of library automation. Now, however, I must pick up and carry the flag of the Personal Bibliographic System in response to Erwin Welsch's criticism (Mar., p. 136).

I find it odd that Welsch missed the review I had published in your sister publication *Booklist* at the same time the Rosenburg piece appeared: it mentioned the print formatting concern but also gave the program a lot of credit for being tremendous micro software. I have been using PBS for nine months now and have yet to see a single purpose library program of equal quality.

In addition to the excellent quality of the program, it uses the *library* standard of ANSI, which Welsch does not seem to care for. I may be only a lowly school librarian, but if librarians can't use standards their own profession has decided upon, what sort of bickering should we expect next from academia?

It was pleasant to see *AL* treat software authors as book authors are treated: frankly, library professional organizations won't permit software authors to speak at gatherings or detail their efforts in print. Judy Blume can speak anywhere she wants and editors fall over themselves to get her to be interviewed describing what role infantile nose-picking had in her latest book.

I'd love to see the showcase continue, and hope to see Bob Skapura, Bob Stevens, and Joe Ward fill your future pages. They are providing creative and useful applications for micros and libraries. I hope others can read your disclaimer, ''Inclusion . . . does not constitute endorsement by ALA or any of its units.'' They can get that from *Booklist*.

ERIC S. ANDERSON, Micro Computer Libraries, Freeport, Ill.

Pushy about standards

MAY I ADD TO DISCUSSION OF your controversial new feature in *AL*, ''Software Showcase,'' and also comment on the Personal Bibliographic System (PBS)?

First, I think *AL* ought to be congratulated for starting a feature that helps to develop our awareness of important new professional developments. We must find ways to keep up with new technology and clearly ''Software Showcase'' is a valuable aid.

Second, I think it is a mistake to allege that *AL*, by giving designers of new software an opportunity to explain their products, is ''touting'' a product or service. ALA members who develop products and services for our profession ought to be encouraged to communicate their efforts to their colleagues via ALA publications. But reviewing the software is a different matter. There are established review mechanisms for software, e.g., *Byte, PC Magazine, Library Software Review*. The fact that *AL* does not currently review software should not inhibit the publication of news about innovative library-related software. And who better than the innovator to provide authoritative, up-to-date information?

A few comments on library software in general, PBS in particular, and American National Standard Z39.29-1977. The first versions of any software package are never ideal and designers always depend upon user feedback for improvement. For an example one need only look at the continuing improvements in the products and services of the major bibliographic networks and of the growing number of free-standing systems or systems which interconnect with utilities. How primitive their early offerings seem now! Software design is always progressive, always iterative. The concept that a software product is ever finished, that it ought to ''come out of the oven nicely browned'' and ready for consumption, is simply misguided. Software is an infinitely flexible, ever-developmental tool. As a user of PBS, I am confident that it will be continually improved —but I doubt it will ever be ''perfected.''

The American National Standard for Bibliographic References is endorsed by 54 organizations, including every major U.S. library association, the three U.S. national libraries, the Association of American Publishers, a number of abstracting and indexing services, and some publishers. The American National Standards Institute (ANSI) is a voluntary organization which devises but cannot impose standards. The expensive experience of MARC should teach us the value and economy of standards; so should the long, arduous process of adopting ISBD.

I hope that the ANSI standard soon becomes universally valued, accepted, and used. This is not to denigrate other bibliographic styles, but until those other practices are fully computerized, they must inevitably be more expensive, more time-consuming, and more trouble to work with. I am not willing to sit at a terminal with p-slips in hand, ready to practice library script to transcribe search results; nor am I willing to prepare complex bibliographic entries by hand when I can get a machine to do it for me. The conclusion I reach is that we should use new systems, provide clear and immediate feedback to the designers, and push, push, push, for standards, standards, standards.

ALLEN B. VEANER, ALA member, Allen B. Veaner Associates, Toronto, Ont., Canada

Rosenberg's standard response

RESPONDING TO MY ''SOFTWARE Showcase'' article in the January issue of *AL*, Erwin Welsch criticizes my choice of the ANSI Standard Bibliographic Format for the Personal Bibliographic System (Mar., p. 136). I submit that one of the greatest assets of the library profession with regard to automation is the widespread acceptance and use of standards for the interchange of bibliographic information. Our profession has taken the lead in this. Why then should we shy away from using a standard that we as a profession developed? If we show some leadership, the publishing industry will probably follow. After all, except for bureaucratic inertia, why favor one format over another as long as the format is attractive and consistent?

VICTOR ROSENBERG, ALA member, University of Michigan library school, Ann Arbor □

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There are important things you should know about Data Phase today.

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Data Phase is changing quickly. This ongoing series of articles is intended to keep you abreast of those changes, and give you a close up perspective of the many resources Data Phase offers your library today.

"TODAY, ONLY DATA PHASE S
FUTURE ISSUES OF LIBRARY AUTOM

"MOST LIBRARY AUTOMATION VENDORS TODAY ARE REHASHING OLD ISSUES," says Pat Pitkin, Director of the Wallace Library at the Rochester Institute of Technology. "But Data Phase seems to be addressing the real future issues of library automation."

"The real excitement of library automation is yet to come, especially once we really get into networking and develop more productive resource sharing. The ability for systems designed by different vendors to talk to one another will be a tremendous service for the sharing of information. I think that Data Phase has a sensitive insight into what needs to be done and how to do it."

Pat is President-elect of the Data Phase Users Group. She assumes the role of President this spring.

"DATA PHASE GOES THE EXTRA MILE TO HELP US," says Max Moore, project director at Oral Roberts University in Tulsa, Oklahoma. ORU had a big task facing it at the same time it began implementing its Data Phase system in 1978, and it credits Data Phase for helping the library make substantial progress.

"When we first implemented the system," says Max, "we were in the process of developing both a new Law Library and a new Health Sciences Library, both which involved extensive collection development. We had immediate online access to our new library's holdings."

Today, ORU is beginning a major upgrade of their system that will allow them to provide about 20 terminals to their students as a Public Access Catalog.

"DATA PHASE JUST COMES OUT ON TOP IN MOST ALL CATEGORIES," says Jim Gosier, Director of Harford County Library

'MS TO BE ADDRESSING THE REAL TION."

Data Phase shares a special partnership with the libraries that use our system. Every library's perspective is enlightening, so we felt that commentary from our users themselves would best illustrate the value that both our product design and our service philosophy bring to our partnerships. The following comments and excerpts are from interviews with our users.

(Maryland) of the stringent evaluation process the library used to evaluate vendors when it began its automation efforts three years ago.

"It's more user friendly, for one thing," says Jim. "And Data Phase has done an excellent job of integrating software. It's difficult for anyone who has a working knowledge of just one system to appreciate the vast improvement that this software has achieved over the others. The Data Phase system, for example, allows an infinite listing of delinquent account information, which we find very useful. It's details like this that are very impressive."

"I had a branch head comment to me yesterday that she didn't know what we would do now if we didn't have Data Phase."

"DATA PHASE HAS BY FAR THE BEST SOFTWARE, BY FAR THE MOST FLEXIBLE AND INTEGRATED," says Michael Garrison, Director of Quincy Public Library in Quincy, Illinois. How has the software quality affected the operation of the library?

"We have 10 different departments," says Michael. "Communications between the departments has always been time consuming and difficult. Now we have instantaneous communications because information is so quickly updated online. The system has taken enormous pressure off the reference librarian. And it has greatly upgraded the way patrons look at the circulation desk. Users are rightfully looking at circulation as a patron-oriented department of the library."

"Our circulation is definitely up. Fines have dropped. Materials are returned quickly. I have nothing but the highest praise for Data Phase."

Data Phase Today

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DATA PHASE HAS AN INDEPENDENT QUALITY ASSURANCE GROUP—AND THE TECHNOLOGY TO SUPPORT IT—TO ASSURE SOFTWARE RELIABILITY IN YOUR LIBRARY.

Our quality assurance group tests the software to its limit, before you do.

Simulating the transaction load found in a real library environment, they uncover problems that otherwise would be discovered on a library site.

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But to assure the reliability of the software, it's necessary.

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Data Phase is the only turnkey vendor providing its users with online dialup software maintenance 24 hours a day, 7 days a week.

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DATA PHASE'S DEDICATION TO TECHNICAL PROCEDURES AND TECHNOLOGICAL INNOVATION WILL PROVIDE MORE FUTURE OPTIONS FOR YOUR LIBRARY.

A turnkey vendor must be flexible in terms of both hardware and software in order to take advantage of new technology for its users.

Our use of unmodified Data General and Tandem hardware provides many more options to our customers. Unlike most other vendors, we are not bound to the equipment we manufacture, or just one product line.

And since our software is written in standard languages, it will easily interface with future technological innovations.

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AND, DATA PHASE PROVIDES YOU WITH THE EXPERTISE OF THE MOST EXPERIENCED PROFESSIONALS WORKING IN SOFTWARE DEVELOPMENT TODAY.

We have over 50 full-time professionals in one of the finest research and development groups to be found supporting any automation endeavor.

They spend thousands of man-hours a week designing, testing and supporting Data Phase software.

And they are dedicated to being a part of the finest turnkey system offered to the library community.

The effort that we have put forward in developing our product for your library is extraordinary.

But it's what provides Data Phase users with extraordinary software.

There's no doubt that it's well worth it.

Data Phase

AMERICAN LIBRARY LAWS
Fifth Edition, edited by **Alex Ladenson.**
A complete revision of all of the basic general library laws enacted by the state and federal governments and in effect as of December 31, 1982. Approximately 25% of the material is new, with many of the new or amended laws reflecting current concerns such as library security and automation. 0-8389-0400-9 x, 2010p. $110.00 cloth December 1983

REFERENCE SOURCES FOR SMALL AND MEDIUM-SIZED LIBRARIES
Fourth Edition, edited by **Jovian Lang** and **Deborah Masters.**
Since the third edition (1979) coverage has been expanded to include materials for use with children and young adults, significant out-of-print titles, and nonprint resources. 75% of the entries cite new titles or new editions. 0-8389-3293-2 Approx. 432p. $20.00 paper May 1984

MUSICALS! *A Directory of Musical Properties Available for Production,* compiled by **Richard C. Lynch.**
Provides concise information on approximately 400 shows: complete credits, availability of scores and recordings, addresses of licensing agents, plot summaries and production tips. A single source of answers to questions asked in public, school, and academic library reference rooms. 0-8389-0404-1 Approx. 288p. $19.50 cloth June 1984
A related title: **A BASIC MUSIC LIBRARY** *Essential Scores and Books* Second Edition, edited by **Robert Michael Fling** for the Music Library Association and published by ALA. 0-8389-0375-4 xii, 357p. $12.00 paper 1983

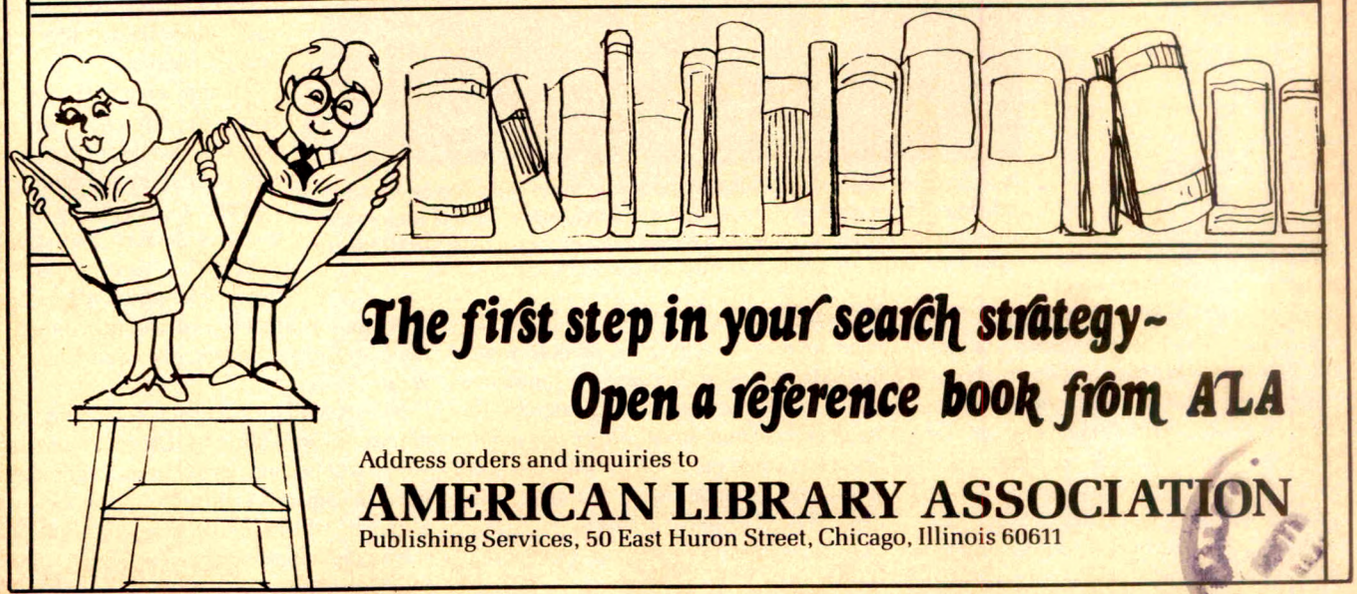
MAGAZINES FOR CHILDREN *A Guide for Parents, Teachers, and Librarians* and **MAGAZINES FOR YOUNG ADULTS** *Selections for School and Public Libraries,* by **Selma Richardson.**
Thorough evaluations and basic bibliographic and ordering information for 90 publications for children in grade 8 or under in the first book and equivalent information on approximately 600 publications for young people in grades 7 through 12 in the second.
Magazines for Children 0-8389-0392-4 x, 147p. $12.50 paper October 1983
Magazines for Young Adults 0-8389-0407-6 Approx. 464p. $22.50 paper May 1984

DIRECTORY OF INFORMATION MANAGEMENT SOFTWARE FOR LIBRARIES, INFORMATION CENTERS, RECORD CENTERS
published by Cibbarelli & Associates, Studio City, California.
ALA order code 9132-H
133p. $45.00 paper 1983
(Inquire about 1984 supplement.)

• *Distributed by ALA* •

LONGMAN DICTIONARY OF PSYCHOLOGY AND PSYCHIATRY
by Robert M. Goldenson.
ALA order code 8257-H xv, 815p.
$39.95 cloth January 1984

MICRO SOFTWARE REPORT
Library Edition, by Jeanne M. Nolan, published by Nolan Information Management Services, Torrance, California.
ALA order code 2018-H
157p. $49.95 paper 1983



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OUTSTANDING REFERENCE SOURCES OF 1983

A compilation of distinguished reference titles selected by the Reference Sources Committee of the ALA Reference and Adult Services Division

edited by K. M. Rosswurm

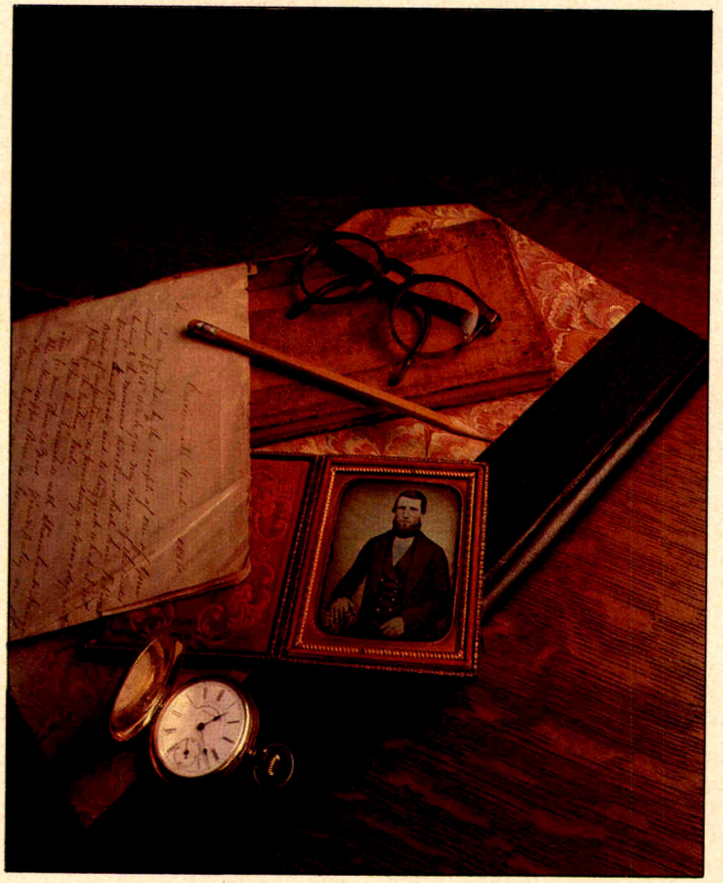
THIS YEAR'S LIST IS A SPECIAL event. It marks the first time this annual compilation appears in *American Libraries*, and the sources themselves are exceptional. They will rightfully take their place among the more than 1,700 works the Reference Sources Committee has chosen over the years.

The 25 previous lists of outstanding reference sources appeared in *Library Journal*; the committee itself was originally named the *Library Journal* List of Reference Books Committee. The RASD Board of Directors decided at the 1983 San Antonio Midwinter Meeting that this annual list should be published in an ALA membership journal. *American Libraries* was the logical choice. Now the RASD Committee selections, the product of many hours of volunteer effort, can be distributed freely to all ALA members in their copies of *AL*.

As reflected in the committee's selections, 1983 reference publishing was not especially deep, but it was strong. Some of these sources are sure to become classics. Of particular merit are legal and biographical works. Two multivolume legal encyclopedias are sterling products with wide audience appeal. Two of the selected biographical dictionaries, one on Afro-Americans and the other on dance, should take prominent positions on any reference shelf.

Other works of particular note are two sumptuous atlases, one of the oceans, the other of the Islamic world; a long-awaited Latin dictionary; a revision of the standard companion to American literature; the first few volumes of a most promising encyclopedia of the Middle Ages; and a wonderfully comprehensive guide to American foreign relations.

Though the committee believes that this list represents the year's outstanding reference sources, a number of notable works had to be excluded. Because the committee is to select the outstanding sources for *small and medium-sized college and public libraries*, some otherwise worthy, but too specialized sources were omitted. The most obvious example of this is the *Kodansha Encyclopedia of Japan* (Kodansha: Harper, 1983, $600).



A researcher beginning a family history may learn what can be found in government records by consulting the* Guide to Genealogical Records in the National Archives, *published by National Archives Trust Fund Board. Photo by Mike Mitchell, courtesy of the National Archives.

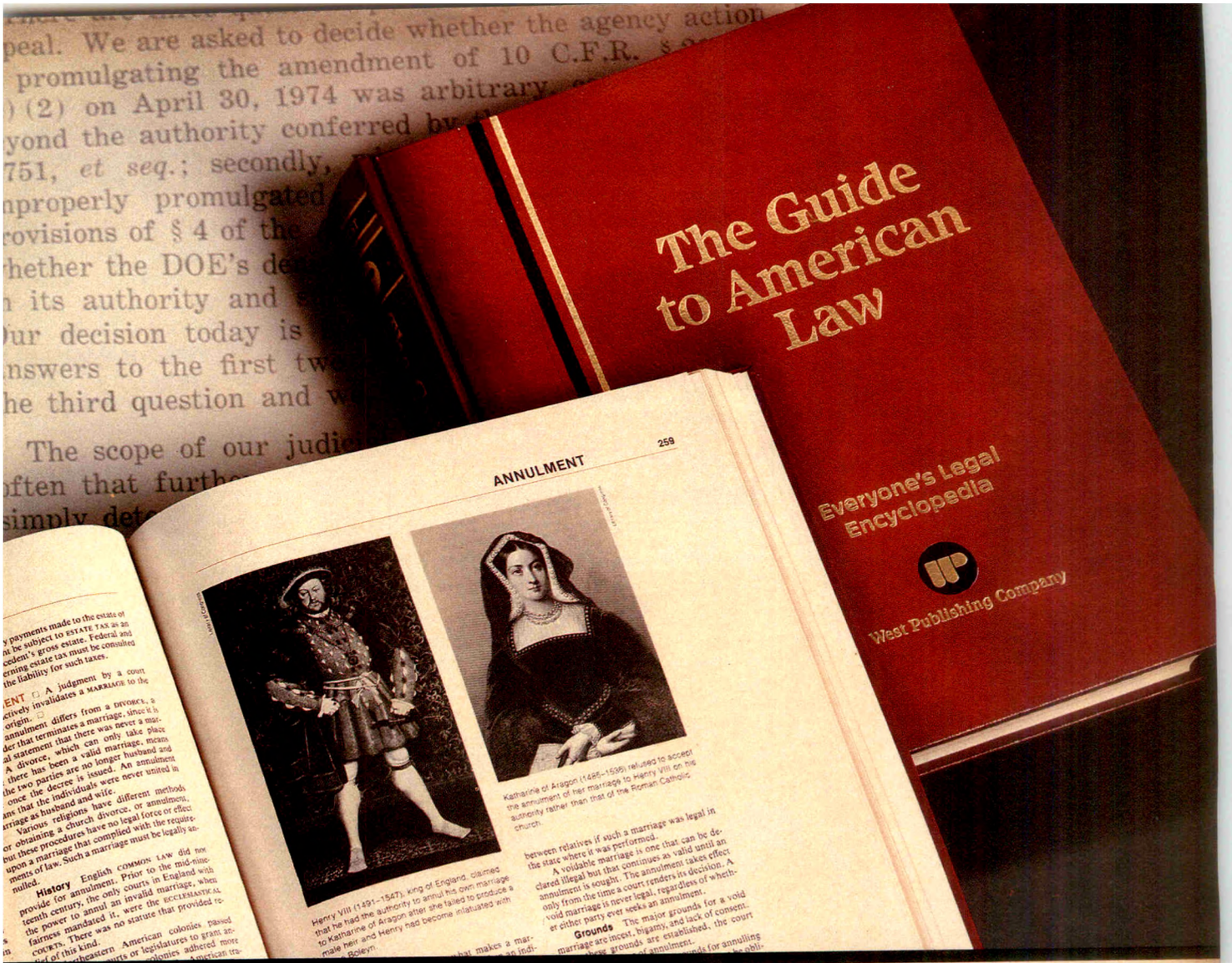
Also excluded from the list are works in a set or series, the initial volume of which appeared in a previous year. Falling into this category is *American Women Writers* (abridged edition, Unger, 1983, 2-vol. pa., $14.95). The original, unabridged version of this set appeared on the 1979 list of outstanding reference sources and is therefore not included this year.

Annuals, yearbooks, foreign-language publications, and new editions are also omitted unless there are major changes in their content or arrangement. Pamphlets, works of purely local or regional interest, and how-to manuals are excluded as well.

The committee seriously considers reference sources in nonprint formats, including online databases, though none are included on this year's list. Such nonprint formats must, however, be readily available to small and medium-sized public and college libraries and must provide unique information or access to information unavailable through printed sources.

Though computers are a boon to reference work, they can also be crutches for lazy publishers and bibliographers. In examining hundreds of sources, the committee discovered a good many computer-generated bibliographies that lacked a telling editorial hand, or, for that matter, any editorial hand at all.

This compilation contains something for almost every library. Clearly, certain works will be more useful in some libraries than in others. Collection development librarians will have to determine for themselves the appropriateness of each source for their clientele.



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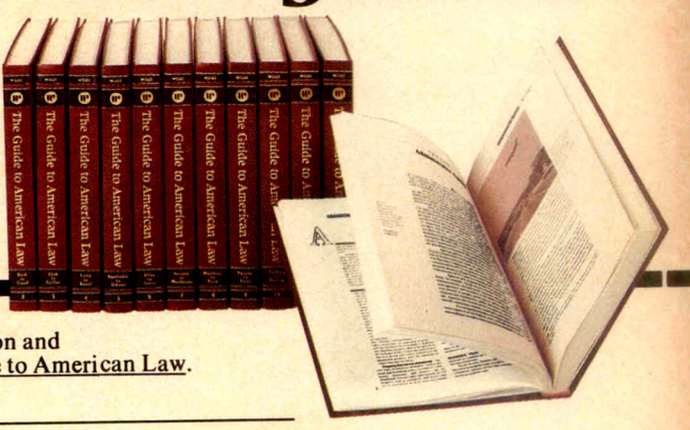

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Reference sources, cont. from p. 294

Unless otherwise indicated, all sources on the list were published in 1983. A number of titles from 1982 are included, however, because they were published too late for consideration by last year's committee.

The members of the 1983 Reference Sources Committee are: Frances Cable, Pennsylvania State University Libraries, University Park; LaVerne Z. Coan, University of Kansas Libraries, Lawrence; Betty A. Gard, Fritz Library, University of North Dakota, Grand Forks; Suzanne Holler, Dacus Library, Winthrop College, Rock Hill, S.C.; James R. Kuhlman, Ramsey Library, University of North Carolina at Asheville; Ellen Lodwick, Prince George's County Memorial Library—Laurel Branch, Md.; Ellen Safley, University of Texas at Dallas; Debby L. Simone, Gainesville Public Library, Fla.; Carol M. Tobin, General Reference Department, Princeton University Library, N.J.; and serving as chair, K. M. Rosswurm, Mount Vernon Public Library, N.Y.

The "Outstanding Reference Sources of 1983" will be on display at the Reference and Adult Services Division booth during the ALA Annual Conference in Dallas. After the conference, the books will be available for loan to any interested group for exhibits at regional, state, or local meetings for the cost of transportation. Those interested are encouraged to contact Andrew Hansen, Executive Director, Reference and Adult Services Division, American Library Association, 50 East Huron St., Chicago, IL 60611, for further information.

Religion and psychology

Atlas of the Islamic World Since 1500, by Francis Robinson. 238p. Facts on File, 1982 (0-87196-629-8), $35.

The essence of 500 years of Islamic civilization is captured in this beautiful book. The introduction describes Western attitudes toward Islam and provides a basis for subsequent discussions of Muslim historical periods and dynasties. The section "To Be A Muslim" depicts religious life, arts, and Islamic society in the modern world. Other special features include: a chronological table showing Islamic presence on various continents, a glossary, bibliography, gazetteer, and a superb index. From murals of the Safavid Empire to a contemporary pilgrimage to Mecca, this book illustrates the diversity of the Islamic people—one fifth of the world's population.

A Concordance to the Apocrypha/Deuterocanonical Books of the Revised Standard Version, derived from the Bible Data Bank. 479p. Eerdmans, 1983 (0-8028-2312-2), $35.

An essential work for anyone studying the literature that evolved between the time of the Hebrew Scriptures and the New Testament. This is the first concordance to the Revised Standard Version of the Apocrypha, or Deuterocanonical Books, in Ro-

In the Anastasis Mosaic, W. Vault San Marco, Venice, Christ triumphs over death through his descent into hell, redeeming the righteous who died before him. The depiction appears in the* Dictionary of the Middle Ages, *vol. 1, copyright © 1982 American Council of Learned Societies, published by Charles Scribner's Sons. Photograph courtesy of Byzantine Photographic Collection, Dumbarton Oaks, Washington, D.C.

man Catholic theology. Information is extracted from the Centre Informatique et Bible of Maredsous, Belgium. The volume contains entries for every word in the 1977 edition of the RSV Apocrypha/Deuterocanonicals. The only exceptions are words appearing so frequently as to be of little value in research. Biblical references and contexts of words are given in addition to the number of times a word occurs in the books; this figure is then converted to a percentage of the total number of words in those books. Accessibility is enhanced by the technique of grouping variant forms of one word under a consistent heading: e.g., "feet" is found under "foot." A unique tool, this concordance will become a standard in most libraries.

Dictionary of Classical Mythology: Symbols, Attributes, and Associations, by Robert E. Bell. 390p. ABC-Clio, 1982 (0-87436-305-5), $26.50; (0-87436-023-4), pa. $19.95.

The first stop for answers to such questions as "What name was given to the maidens who attracted sailors with their voices?" or "Who was chained to a pillar where an eagle daily consumed his liver?" Symbols, attributes, and associations surrounding characters in Greek and Roman mythology are organized alphabetically. Listings for concepts such as "fire," "locust," and "swiftness" are followed by concise descriptions of situations and characters. Cross-references add to the value of this work. An appendix contains personal names with references to main subject headings. Additional sections include alternate names of important gods and goddesses, and participants in heroic expeditions such as that of the Argonauts. Notes to primary sources are included. A well-organized, time-saving tool for all general reference collections.

Encyclopedic Dictionary of Psychology, edited by Rom Harré & Roger Lamb. 718p. MIT Pr., 1983 (0-262-08135-0), $80.

The field of contemporary psychology, specifically psycholinguistics, neuropsychology, and cognitive psychology, is covered expertly in this single volume. In addition, the editors give objective treatment to "fringe" movements such as folk and popular psychologies. A total of 1,300 signed articles, varying in length from one paragraph to more than a page, are augmented by bibliographies that include popular as well as scholarly books and journal articles. Cross-references are abundant and diagrams and tables enhance the text. The index defines terms and also serves as a means to locate major topics and concepts within articles. From "anorexia nervosa" to "est," this encyclopedic dictionary speaks to the specialist and the nonspecialist alike.

Magic, Witchcraft and Paganism in America: a Bibliography, compiled by J. Gordon Melton. 231p. Garland, 1982 (0-8240-9377-1), $36.

Compiled by an eminent scholar, this bibliography offers an overview of the "American magical community" from Colonial times to the present. Concise introductions to each section yield insights into the history and contemporary philosophy of witchcraft, ritual magic, and neopaganism that derive from Europe, Africa, and the Caribbean. Background material is also supplied for the magic religions of Afro-Americans and Hawaiians, and the folk magic of the Mexican Southwest. Sources include books, periodical articles, pamphlets, and booklets. Three sections add to the usefulness of the work: periodicals that are issued within the magical religious community, those works in New York Public Library relating to witchcraft in the U.S., and an author index. This bibliography is not only comprehensive, it is thoroughly researched and a welcome addition to reference collections.

Science and technology

The A to Z of Women's Health: A Concise Encyclopedia, by Christine Ammer. 481p. Cloth edition, Facts On File, 1983 (0-87196-785-5), $19.95; paper edition, Everest House, 1983 (0-89696-173-7), $13.95.

The purpose of this encyclopedia is to encourage women to take responsibility for their health by becoming aware of available care and treatment. The more than 900 entries, some several pages in length, cover a broad range of subjects including the maintenance of good health, principal diseases of women, weight control, and sexual behavior. The clear, concise language, dictionary format, numerous cross-references, and comprehensive subject index make this ideal for definitions and ready reference in both public and academic libraries.

Dictionary of Information Technology, compiled by Dennis Longley & Michael Shain. 379p. Wiley-Interscience, 1982 (0-471-89574-1), $34.95

Over 6,000 terms are defined in brief but readable style. Information technology is taken in its broadest sense to include printing, computers, photography, television, videotex, word processing, and business. Line drawings throughout are clear and relevant to the text. Generous cross-references and the inclusion of acronyms add to this work's usefulness. This should be the first dictionary to consult when explaining information technology jargon to the layperson.

The Encyclopedia of Alcoholism, by Robert O'Brien & Morris Chafetz. 378p. Facts On File, 1983 (0-87196-623-9), $40.

Devoted to a wide variety of topics relating to alcoholism, this new encyclopedia is useful for the professional, the layperson, and the student. The definitions, ranging from one sentence to several pages, are nontechnical, informative, and cross-referenced. Other features are an extensive bibliography and numerous tables and charts. 43 tables in the appendix provide such hard-to-find facts as the age limit for purchase and consumption of alcohol, public revenue from such beverages, and the cost of abuse. This will prove to be an excellent reference source for just about any college or public library.

Encyclopedia of Computer Science and Engineering, 2nd ed., edited by Anthony Ralston & Edwin D. Reilly, Jr., 1,664p. Van Nostrand Reinhold, 1983 (0-442-24496-7), $87.50.

An outstanding successor to the acclaimed 1976 edition, with over 40 percent of the material new or revised, this massive reference work is an excellent starting place for computer questions. It provides signed articles, most with bibliographies and illustrations, on topics such as hardware, software, languages, theories, applications, and people. In the alphabetical arrangement, subject access is facilitated by an excellent cross-reference structure, a listing of all entries according to category, and a detailed index. Six useful appendixes, including a multilingual glossary, are included. Offering clear, concise information for the nonspecialist, this work should be a welcome addition to any collection.

The Essential Guide to Nonprescription Drugs, by David R. Zimmerman. 886p. Harper, 1983 (0-06-014915-9), $27.50; (0-06-091023-2), pa. $10.95.

While other guides may cover the ingredients of over-the-counter drugs and their possible side effects, the author of this work has compiled a review of active ingredients used in categories of preparations and has added therapeutic claims

made by their manufacturers. He provides a breakdown of the approved, conditionally approved, and disapproved substances in each category. Ratings and approval notations were culled from a 10-year FDA review of every medically active ingredient being used in the U.S. In each of the 70 categories, a chart provides comparisons between products. An excellent work to enhance the numerous "brand evaluations" now on the market.

National Nursing Directory, edited by Kenneth E. Lawrence & Howard S. Rowland. 424p. Aspen Systems Corporation, 1982 (0-89443-805-0), $34.50.

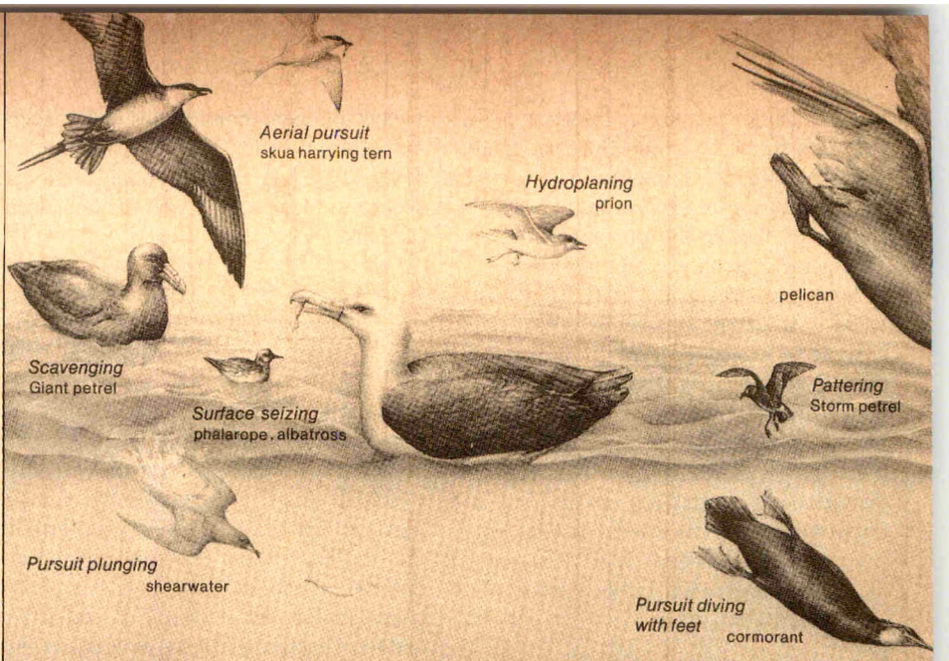
This work, a directory in every sense of the word, leads the reader to organizations for and about nursing. In 10 sections the user can find addresses for credentialing agencies (including the state nursing boards), outreach organizations, recruitment groups working with nursing personpower planning on a national and regional level, all the nursing schools in the U.S. (whether placed in hospitals or colleges), state health offices, and professional organizations. Especially appropriate for nursing schools and education and job information centers.

North American Horticulture: a Reference Guide, compiled by the American Horticultural Society; edited by Barbara W. Ellis. 367p. Scribner's, 1982 (0-684-17604-1), $50.

Academic, commercial, and amateur horticulturists will find in this tremendously expanded version of the *Directory of American Horticulture* (1977) a treasure trove of difficult-to-find information. Organizations, educational institutions, government programs, nomenclature authorities, gardens, other horticultural information, and reference materials are detailed in directory format. Within most chapters, arrangement is alphabetical by state; the index provides access by subject, organization, and botanical names.

Prentice-Hall Encyclopedia of Mathematics, by Beverly Henderson West & others. 683p. Prentice-Hall, 1982 (0-13-696013-8), $35.

To most students, mathematics has some of the qualities of a foreign language. In 90 clearly written articles, this encyclopedia takes the mystery out of such concepts as induction, measures, scientific notation, circle, and statistics. Most articles are a page or two in length and end with a few references for further reading. Examples in the text correspond to situations in everyday life (the computation of baseball batting averages illustrates a point on "statistics"). Indexes refer the reader to biographical, bibliographical, and topical information within the articles. A work suitable for high school and college-level readers.



Seabird feeding methods

The complete world of the sea, including ocean bird life is covered in the* Times Atlas of t *London. Published in the U.S. and Canada by Van Nostrand Reinhold. Reproduced by permissi

The Reader's Guide to Microcomputer Books, by Michael Nicita & Ronald Petrusha. 409p. Golden-Lee, 1983 (0-912331-00-3), pa. $9.95.

Microcomputer fans will have a difficult time wresting this evaluative tool from harried collection development librarians, who will be clutching it until the promised second edition arrives. With an alphabetic arrangement by title under six main headings, this guide provides bibliographic information, a rating between 10 and 100 for content and presentation, and a critical review for over 400 currently available microcomputer books. Completing the utility of this work are author, title, subject, and rating indexes.

The Times Atlas of the Oceans, edited by Alastair Couper. 272p. Van Nostrand Reinhold, 1983 (0-442-21661-0), $90.50.

In a stunning compilation of maps and photos accompanied by lucid text, this unique and comprehensive resource offers something for all readers, from students and sportsmen to naval strategists, businessmen, and marine specialists. The scope of the work is massive. Through the 17 thematic chapters, 11 appendixes, glossary, up-to-date bibliography, and excellent index, nearly all aspects of ocean research, resources, environment, uses, and policies are masterfully explored.

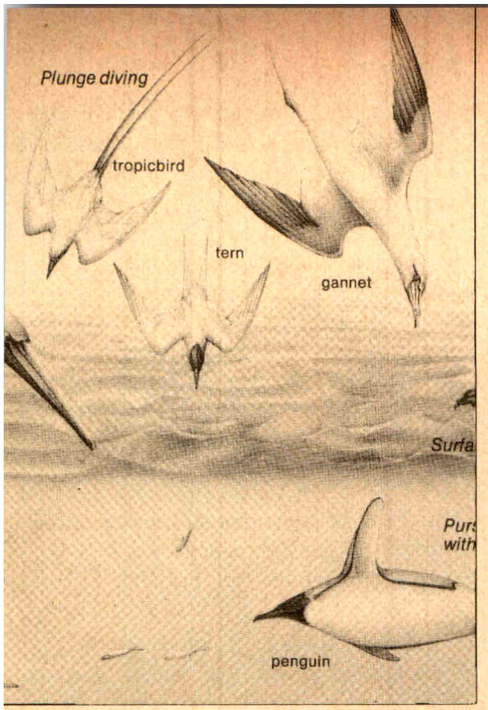
Social science, law, and business

Atlas of Demographics: U.S. by County, from the 1980 Census. 60p. Infomap, 1982 (0-910471-00-2), pa. $195.

This beautiful atlas, the first to present socioeconomic information at the county level, is based on the 1980 census. Population and housing information is presented on 16 colored maps, which also identify concentrations of socioeconomic characteristics. Most of the data is expressed in medians and percentages, and appears plotted on maps or in tabular form. This is an interesting and easily understood approach that will help to answer many reference inquiries.

A Dictionary of Social Science Methods, compiled by P. McC. Miller & M. J. Wilson. 124p. Wiley, 1983 (0-471-90035-4), $39.95; (0-471-90036-2), pa. $17.50.

In order to go beyond mere definitions, this dictionary attempts to illustrate and describe social science methods currently in practice. The compilers have refrained from including entries on theory and philosophy, emphasizing explications of issues and statistical techniques widely applied in or peculiar to the social sciences. One helpful feature of this resource is its elaborate system of internal cross-references, which allows for easy access to discussions of related terms or techniques. Black-and-white illustrations complement and clarify the text. This work will be of primary interest to academic libraries.



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Encyclopedia of Crime and Justice, 4 vols., edited by Sanford H. Kadish & others. 1,790p. Free Pr.: Macmillan, 1983 (0-02-918110-0), $300 per set.

Constituting the first comprehensive work for this interdisciplinary field, the encyclopedia provides in-depth articles by known specialists. Besides including extensive bibliographies on every subject, each article ranges from 1,000 to 10,000 words and contains legal citations to decisions and statutes, and cross-references. The authors have taken great care to integrate all viewpoints of controversial issues in a clear, evenhanded style. Although the work is arranged alphabetically, the editors have grouped related ideas under one entry. This format allows for excellent coverage of the field. Other special features include a glossary, a table of cited legal cases, a subject-topical catalog of cases, and a superb general subject index. Will become the standard source for criminal justice studies.

Encyclopedia of Investments, edited by Marshall E. Blume & Jack P. Friedman. 1,093p. Warren, Gorham & Lamont, 1982 (now o.p.: 0-88262-713-9), $47.50. To be published as a paperback by Free Press in 1984.

Substantial articles approximately 20 pages each, written by experts, cover over 50 different types of investments. Included are arbitrage, books, art nouveau and art deco, American folk art, motion pictures, theatrical productions, rugs and porcelain, as well as the more typical U. S. Treasury bills, mutual funds, commercial paper, metals, futures, and money market funds. Chapters typically detail the basic characteristics of the investment, attractive features, potential risks, tax consequences, representative types of investors, and important factors in buying and selling. Each concludes with a glossary unique to the particular investment, a list of leading galleries, dealers and auction houses, plus recommended reading for additional information. This work will serve as an excellent introduction to a wide variety of investment opportunities. After selecting this book as an Outstanding Reference Source, the committee learned that it is, unfortunately, no longer in print in hardback. It will be available in paper (see citation).

The Guide to American Law: Everyone's Legal Encyclopedia, 3 vols. of 12, edited by Lucy Shot. Vol. I: A to Award. 481p. Vol. II: B to Closed shop. 468p. Vol. III: Closely held to Cruelty. 482p. West, 1983 (0-314-73224-1), $660 per set (pre-publication $540); also available at $45 per volume.

The Guide to American Law is the first encyclopedia written for people who need concise, comprehensible information about major theories, topics, and concepts of law. This 12-volume reference work, when completed by the end of 1984, will cover 5,000 varied topics, including contemporary legal issues, cases and statutes, landmark documents, fundamental rights and freedoms, and famous trials. Each volume is individually indexed and has cross-references and photographs. The last volume will fully index the entire set. This encyclopedia meets a heretofore unfulfilled need for answers to legal reference questions.

Information U.S.A., by Matthew Lesko. 990p. Cloth edition, Viking, 1983 (0-670-39823-3), $52; paper edition, Penguin, 1983 (0-14-046564-2), $19.95.

Do you need to file a Freedom of Information Act request for papers, adopt a wild horse, or acquire a permit to build a still? Need a cloud-seeding expert or an astronaut to speak at a civic function? These and thousands more traditional questions can be answered by this massive reference work. Arranged by department, agency, or branch of government, the directory provides information on sources and specialists in the federal bureaucracy. Many quasi-official agencies are also included. An organizational chart, addresses, and a catalog of major resources are provided for each group. A special sampler section acts as a source within a source, and lists regional federal centers, free items, and hotlines. *Information U.S.A.* is a fine companion to *The United States Government Manual*.

Marketing Information: A Professional Reference Guide, edited by Jac L. Goldstucker; compiled by Dennis W. Goodwin. 369p. College of Business Administration, Georgia State Univ., 1982 (0-88406-132-9), $60.

A wealth of information can be obtained from this concise and consolidated sourcebook on marketing. Arranged by subject, the first half is in directory format and includes associations, government agencies, consulting groups, continuing education programs, special libraries, and research centers particular to marketing. The remainder of the book consists of a source guide for the various subject divisions of marketing such as advertising, direct mail, franchising, retailing, and sales. Each section gives descriptive information on bibliographies, handbooks and manuals, directories, dictionaries, periodicals, newsletters, and databases. A valuable starting place for any marketing researcher, especially since the resource is due to be updated every two years.

Small Business Sourcebook: A Guide to the Information Services and Sources Provided to 100 Small Businesses . . . , edited by John Ganly, Diane Sciattara, & Andrea Pedolsky. 796p. Gale, 1983 (0-8103-1108-9), $95.

The title is justified! *Small Business Sourcebook* is designed for persons interested in going into business for themselves. From antiques to video, this directory categorizes and lists sources of information for a hundred different types of small business enterprises. Included are special sections on federal, state, and local assistance, trade associations, consultants, venture capital firms, published sources of information, government agencies, and universities. An excellent starting place for the novice entrepreneur.

Biography

Biographical Dictionary of Dance, by Barbara Naomi Cohen-Stratyner. 970p. Schirmer: Macmillan, 1982 (0-02-870260-3), $75.

Dance enthusiasts will welcome this substantial work. It covers 400 years of European and American dance through biographical sketches of approximately 3,000 notable figures. Major dancers, composers, designers, and impresarios are

profiled in readable articles, frequently supplemented by bibliographies. Entries for choreographers are extensive, with lists of major works accompanied by premiere dates. This is the perfect choice for a basic biographical source on the dance.

Dictionary of American Negro Biography, edited by Rayford W. Logan & Michael R. Winston. 680p. Norton, 1982 (0-393-01513-0), $50.

Taking as its subject Afro-Americans who met the test of "historical significance," this dictionary covers more than 600 individuals who died before 1970. It not only fills an important gap in black biography, but is also eminently readable. The signed entries contain an incredible amount of detail and are based on sound scholarship. Often manuscript sources were consulted and these, along with secondary sources, are listed with the entry. The biographies range from photographers to cowboys, from explorers to educators. The second printing includes a classified index. A must for even the smallest collection.

International Dictionary of Women's Biography, compiled and edited by Jennifer S. Uglow; Frances Hinton, asst. ed. 534p. Continuum, 1982 (0-8264-0192-9), $27.50.

What do Zelda Fitzgerald and Anne Frank have in common? They are often difficult to find in standard biographical dictionaries. Uglow, however, includes them and more than 1,500 other women, living and dead, in this useful compendium. While the scope of the dictionary is international, the emphasis is on Western women of the last two centuries. Brief, but well written, entries give basic facts and the woman's historical significance. Short bibliographies are often included and a subject index is provided. This book was originally published in England as the *Macmillan Dictionary of Women's Biography*. A good choice, even for libraries with large biography collections.

Index to Black American Writers in Collective Biographies, by Dorothy W. Campbell. 162p. Libraries Unlimited, 1983 (0-87287-349-8), $27.50.

The lives of approximately 1,900 living and deceased black American writers, including creative authors, journalists, and scholars, are now markedly more accessible. Alphabetically arranged, cross-referenced entries list the writers' dates, fields of activity, and references to substantive information found in 267 titles published from 1837 to 1982. Researchers will discover leads to specialized materials such as *Men of Mark* (1887), while students at all levels will find this a valuable aid in tracking black writers through such library standards as *Contemporary Authors* and the *Negro Almanac*.

Who Was Who in the Greek World, 776 B.C.–30 B.C., edited by Diana Bowder. 227p. Cornell Univ. Pr., 1982 (0-8014-1538-1), $29.95.

A companion to *Who Was Who in the Roman World* (Cornell, 1980, $29.95), an outstanding reference source of 1981. Bowder provides brief but scholarly descriptions of over 750 Greeks and important non-Greeks who figured in Hellenic history during this important period. An index identifies the names of those mentioned in the text, but without entries of their own. Many cross-references are provided. An outline of Greek history, glossary, maps, and six family trees are included. Short bibliographies are appended to the entries.

Language, literature, and music

Black Music in the United States: an Annotated Bibliography of Selected Reference and Research Materials, by Samuel A. Floyd, Jr., & Marsha J. Reisser. 234p. Kraus, 1983 (0-527-30164-7), $30.

A worthy companion to Eileen Southern's *Biographical Dictionary of Afro-American and African Musicians* (Greenwood, 1982, $49.95), one of last year's Outstanding Reference Sources. Floyd and Reisser direct the student of American black music to over 300 extensively annotated sources, including reference works, monographs, biographies, records, and printed music anthologies. Also listed and annotated are 50 special collections of black music. Additional aids for the researcher include author, title, and subject indexes to the text. Any library serving students interested in music will find this a valuable reference tool.

Critical Survey of Poetry: English Language Series, 8 vols., edited by Frank N. Magill. Salem, 1982 (0-89356-340-4), $350.

Students of poetry and librarians aiding their search for information will rejoice at this impressive survey of the genre. Alphabetically arranged articles, averaging 10 pages, on 340 English-language poets from Cynewulf to the present comprise the first seven volumes. Each entry presents the poet's dates and place of birth and death and a listing of major collections; discusses works in other literary forms; provides a short biography and critical analysis, and a brief bibliography of criticism signed by the contributing scholar. The final volume offers 20 extended essays on poetry by historical period and on subjects such as forms of criticism. A detailed poet, title, and subject index enhances and completes this attractive set.

The Oxford Companion to American Literature, 5th ed., compiled by James D. Hart. 896p. Oxford Univ. Pr., 1983 (0-19-503074-5), $49.95.

The first revision of this classic in 18 years adds more than 240 author biographies and 115 summaries of novels, stories, poems, plays, biographies, and histories to what was already the essential ready reference survey of American literature. Entries on nearly 600 authors and subjects covered in previous editions have been substantially revised while the text has been reset into a more readable format. From *Abbotsford and Newstead Abbey* to Salinger's Zooey Glass, the trail of American literature has become a little easier to follow.

Oxford Latin Dictionary, edited by P.G.W. Glare, 2,126p. Oxford Univ. Pr., 1982 (0-19-864224-5), $145.

After 50 years of preparation, this impressive dictionary has been completed and is now available in a one-volume edition. Librarians and scholars have been watching its progress since the first fascicle was issued in 1968. Following the general format of the *Oxford English Dictionary*, the work examines classical Latin from its beginnings through the second century A.D. It is an indispensable purchase for any library having users with even a passing interest in Latin or the history of language. It should be the first choice in a Latin-English dictionary.

Twentieth-Century Western Writers, edited by James Vinson & D. L. Kirkpatrick. 941p. Gale, 1982 (0-8103-0227-6), $95.

This guide to the lives and works of more than 300 living and deceased writers will intrigue devotees of western (as in *frontier*) literature. Each of the alphabetically arranged entries presents a brief biography, bibliographies of western and nonwestern works, a short list of critical studies, and a signed critical essay. Many living authors have contributed comments on their work. A title index and pseud-

onym cross-references enhance this useful volume.

History

Dictionary of the Middle Ages, 3 vols. of 12 (plus index), edited by Joseph R. Strayer. Vol. 1: Aachen–Augustinism, 661p. (0-684-16760-3); Vol. 2: Augustinus Triumphus–Byzantine Literature, 525p. (0-684-17022-1); Vol. 3: Cobala–Crimea, 680p. (0-684-17023-X). Scribner's, 1982–83, $70 per vol. (pre-publication $780).

All aspects of medieval studies—history, philosophy, religion, literature, art, and science—are covered in this encyclopedic dictionary. The entries range from short definitions (e.g. archivolt) to lengthy treatments (e.g. Arabic numerals). Designed to meet the needs of readers from high school students to specialists, this work provides a mass of information on an important thousand-year span of history, 500 A.D. to 1500 A.D. The bibliographies included stress English-language sources. If the first three volumes of this work are any indication, it is sure to become a standard source in the field.

Oscar & Associates

Completing their selections of the 1983 outstanding reference sources at ALA Midwinter in Washington, D.C., are, from l. to rt., (top row): Frances Cable, Suzanne E. Holler, James R. Kuhlman, Ellen D. Safley, and Debby L. Simone; (bottom row) LaVerne Z. Coan, K.M. Rosswurm (chair), Carol M. Tobin, Betty A. Gard, and Ellen Lodwick.

Guide to American Foreign Relations Since 1700, edited by Richard Dean Burns. 1,311p. ABC-Clio, 1982 (0-87436-323-3), $135.

This handsomely arranged, annotated, selective bibliography covers the international experiences of America from the Colonial era through the issues and personalities of 1981. Each of the 40 chapters is preceded by an introductory essay prepared by an eminent authority. The chap-

Magill Books

An ALA "Best Reference Source of 1983"

"The format is excellent, with contents and continuous paging clearly shown on spines. An excellent Index including authors, titles, and subject entries for topical essays appears at the end of volume 8.

"The wide experience of the editor, the generous representation of modern poets, and the extensive analysis recommend Critical Survey of Poetry *to academic and large public libraries."*
—Reference Books Bulletin

"The essays read smoothly and will be understandable to the intended audience of high school students and undergraduates ... The time is ripe for this remedial survey." —Wilson Library Bulletin

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Edited by Frank N. Magill

This eight-volume set is a standard reference source for all poetry reference needs. It contains 340 essays on individual poets, 21 essays on the historical and critical background essential for reading poetry, and exhaustive indexing of poets by their given and pen names, titles of collections, titles of poems discussed, critical terminology, and literary movements.

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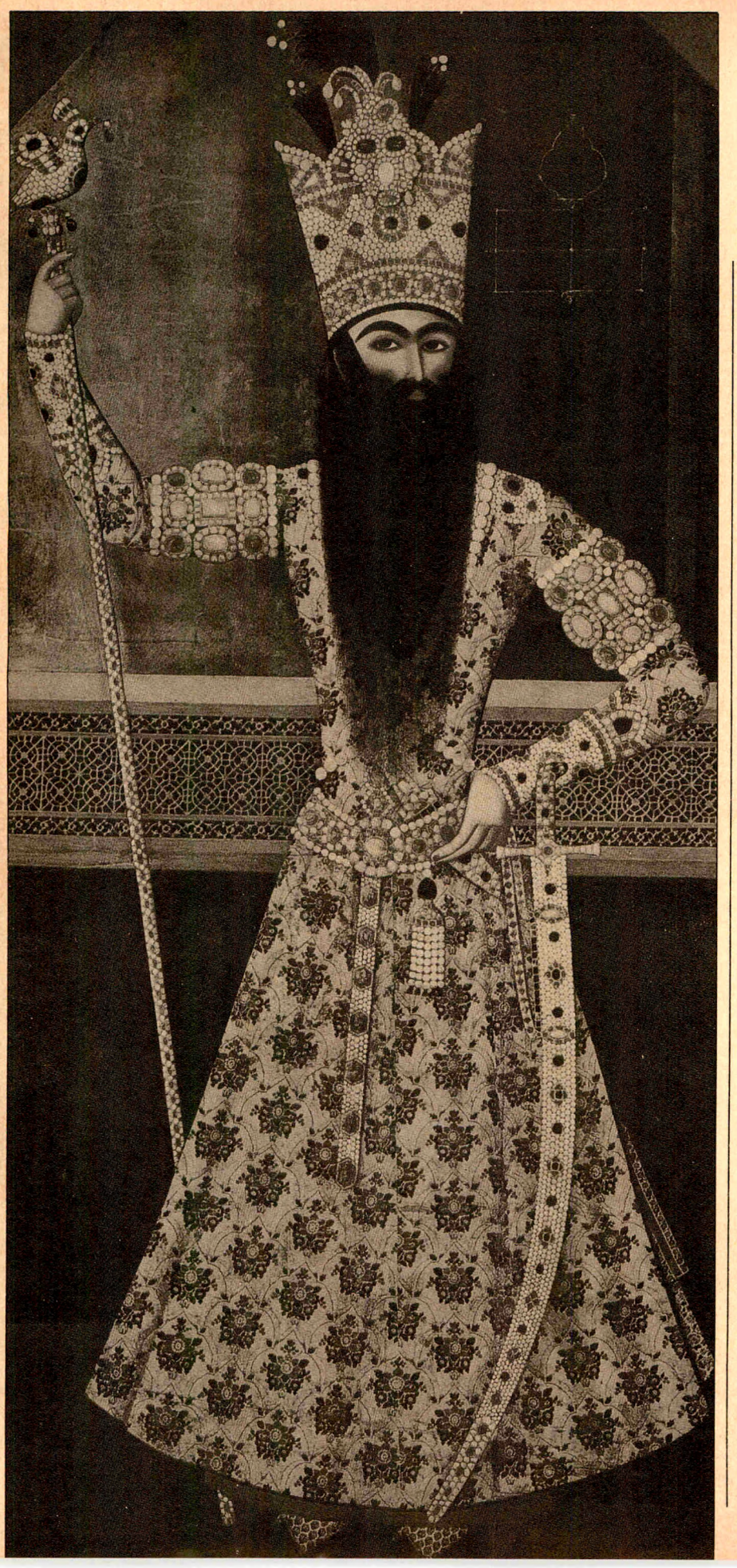

Fath Ali Shah Qajar (left), who reigned from 1797 to 1834, was the last Iranian monarch confident in his world beyond the reach of Europe.

He is pictured in the* Atlas of the Islamic World Since 1500 *by Francis Robinson, copyright © 1983 Facts On File, Inc. Reproduced by permission of the publisher.

ters are arranged chronologically, and, for later periods, by major regions as well. Attractive features: plentiful references, maps, chronological charts, and subject, author, and individual indexes, plus the promise of a revision or supplement in five years. An important purchase for any institution.

Guide to Genealogical Research in the National Archives, United States, rev. ed., compiled by National Archives and Records Service. 304p. National Archives Trust Fund Board, 1983 (0-911333-00-2), $25; (0-911333-01-0), pa. $19.

A person beginning a family history may know that government records such as the census can be valuable, but may not know how to get hold of them, what information is needed to use them, and what can be found in the records. This extensively revised and enlarged version of the 1964 *Guide* will answer all these questions and more. An excellent introduction explains how to get started in genealogical research and how to use the *Guide* and the resources of the National Archives. Census, naturalization, pension, military service, and land claim records are described in detail and microfilm reel numbers are given. A basic source for any genealogical collection.

Louis L. Snyder's Historical Guide to World War II, by Louis L. Snyder. 838p. Greenwood, 1982 (0-313-23216-4), $39.95.

What distinguishes this work from other dictionaries of World War II is Snyder's emphasis on cultural and social history. The short entries not only identify, but also provide insight into the causes or consequences of an event or the significance of a person. For example, while other works may describe the bombing of Coventry, Snyder mentions the theory that Churchill chose not to save Coventry in order to protect Ultra, a code-breaking machine. The *Guide* is arranged A–Z, has liberal cross-references, includes bibliographies, and has an index. An excellent addition for even the largest World War II collections. □

What's wrong with reference:

Coping with success and failure at the reference desk

by William Miller

A malaise is abroad in reference departments everywhere. The annual reports make no mention of it, boasting instead of increasing numbers of searches performed, increasing numbers of reference books purchased, and increasing involvement of staff in committee work. The reports, however, do not mention the darker side of reference life.

THEY DO NOT MENTION THAT OUTDATED WORKS clog the reference shelves, and that new ones sit unknown and unused. They do not mention that many reference librarians are unfamiliar or uncomfortable with the newer technological resources, many of which are going untapped. The reports do not mention that reference librarians are becoming so frazzled by the press of their various commitments that they are increasingly short-tempered with each other and impatient with those they serve. Nor do the reports mention that many reference librarians promise more service during instructional sessions than they have time to deliver in actual practice, and that many reference librarians do not often enough take the time that would be necessary to deal thoroughly with people's requests for information.

These seemingly disparate symptoms have a common cause which goes beyond individual character flaws or individual examples of unprofessional behavior. Essentially, we have succeeded in pushing ourselves beyond our levels of comfort and competence. As a result of our commendable zeal in desiring to help others, we have reached beyond our grasp. Such a situation is not unique to reference departments; but it will be of critical concern to those of us who work in them, manage them, or are affected by them.

Not for aid or comfort

It is with great reluctance that I dare to mention this situation publicly, because it may open too many Pandora's boxes. For one thing, even those people who do not work very hard by any reasonable standard nevertheless believe themselves to be overworked. For another thing, those few people who enjoy the luxury of working in overstaffed libraries nevertheless believe their libraries to be understaffed. I do not mean here to give aid and comfort to such people.

On the other hand, too many administrators and librarians like to maintain the official gospel that they can add on a seeming infinitude of new services without cost of any kind, as though their library contained within it the capacity for unlimited growth, and as though staff had the capacity to do unlimited amounts of work. It is such thoughtless adding on of activities without any overall plan or system of priorities that bothers me.

We can all see the potential value of new services, we all like to be upbeat, and we all know that people can usually accomplish more than they think if only they try hard enough. I have little patience with "can't-do" attitudes; but I worry about those well-intentioned articles exhorting us to market our services more aggressively in order to create more business for ourselves.[1] Such advice would be fine for libraries with staff standing around, legs crossed, wondering why there is so little to do. In most large reference departments, however, and in many small ones, too, the problem is not lack of activity; it is overload, and the real problem facing us is not the generation of more business, but proper management of the business we have already generated.

The past few decades have seen a marked proliferation of services provided by reference departments as our consciousness of people's needs has expanded. A few decades ago we were not worrying about library instruction for much of anybody, let alone for minority and foreign students and the disabled. We were not worrying about the creation of collection-development statements for reference collections. We were not worried about how to keep abreast of online services, and we certainly were not worried about teaching ourselves and our public how to use a variety of new machines and search systems. We did not have extensive library handout and publications programs, orientation programs, and massive freshman workbook programs. And even a decade ago, I daresay, we did not have nearly as many people demanding reference service, both in person and over the phone, as we do today.

That we are doing so much more is a tribute to our concern and good intentions. It is not, however, a tribute to our foresight or planning. We have largely ignored the consequences of our reference sprawl, and it would behoove us to consider such consequences now.

Think of the personnel problems we have created. We have encouraged our bright and energetic people to jump on their horses and ride off in all directions at once. Having done this,

William Miller, who has written extensively on reference services, heads the Reference Library at Michigan State University Libraries, East Lansing. He holds the MLS from the University of Toronto, and MA and Ph.D. degrees in English from the University of Rochester. He chaired ALA's *Choice* Editorial Board in 1980-82 and has served with many other professional groups. The opinions expressed here, based on observations at numerous libraries and research in the literature, are his own.

they now find they have as great a time commitment as if they were senior administrators; to carry out their library responsibilities and professional association activities, they must give up evenings, weekends, and even vacation time. Even so, there is only a finite amount of time and energy the best and the brightest can give. Eventually they supernova and begin to burn out.[2] They feel burdened by the continuing obligation to maintain and expand innovative programs. Meetings, typing chores, and other obligations associated with new programs cut into the time available for traditional reference duties.[3]

Eventually, such people may begin to see themselves as the activists on the staff who carry the burden of innovation; simultaneously, they come to resent the demands of traditional reference duties. It is more energizing to work on new programs than to tell the ten-thousandth freshman how to find a magazine article. Ultimately, their successful outreach efforts may bring them little but frustration—and the resentment of colleagues who bear the brunt of the "business" they have created.

Staff fears

And what of those librarians who are less bright, flexible, energetic, and professionally active? Less committed to the provision of reference services? Barely able to cope with what currently exists—or unwilling to do so, perhaps, because they see what has happened to their more active colleagues—they do not volunteer for new assignments, task forces, or programs likely to involve additional work and pay little dividend. They are in many cases fearful of machines; they lack what have become the basic skills expected from entry-level reference librarians.[4] They may be uncomfortable with or terrified of the public contact associated with library instruction, and would need retraining to reintegrate themselves fully into the current mission of their department. The world has changed around them, and they have not been willing or able to change with it.

Instead of renewing these people's perspectives and skills, however, or transferring them to non-public duties, administrators have found it easier (in the short run) to pass them by at raise time, giving them clerical chores or an increasing share of reference desk time in order to free up their more energetic and involved colleagues for other activities.

Even when such people carry lighter workloads than their more active colleagues, they grow increasingly uncomfortable, resentful, and jealous as a result of their situation. They can tell that their contributions are less highly esteemed than those of the activists. Slowly, they become more truculent, uncommunicative, and unhappy. The negative perceptions become a self-fulfilling prophecy.

Thus we have the schism which has developed in so many reference departments. The energetic people perceive the others as lugubrious dead wood—people who do not care, who wish to drag the program down to their low level, and who carry their share of the department's workload grudgingly if at all. The less active ones, in turn, perceive the energetic as annoying prima donnas who are perpetually off to meetings and never around for the daily grind of reference desk work.

Of course neither stereotype is true, but the consequences of the conflict are becoming destructive. In truth, what both groups need is more time to talk, more time to work with old and new reference resources, and more time to give to patrons.

The problem is not lack of activity; it is overload, and the real problem facing us is not the generation of more business, but proper management of the business we have already generated.

Reference departments could stand to go on overnight retreats to clarify their members' assumptions and philosophies of service. All reference librarians who have been on the job for any length of time could well benefit from sabbatical leaves for study, intellectual growth, and personal renewal. But public librarians do not receive sabbaticals, and neither do most academic librarians, despite their variously defined status as faculty members.[5]

Can we continue to ignore our growing staff problems? Yes, if we choose to:

- deny the link between added new services and declining old ones, given steady-state resources;
- pretend it doesn't matter who works on the reference desk for how many years, since people never burn out at the desk, never become unsuited for it, and never need massive retraining in order to keep up with the quickly-changing demands.
- allow some bitter, outdated, and burned-out people to represent us to the public rather than retrain or rechannel such people.
- assume that the basic reference services we offer are of high quality, and ignore, at least officially, what each new unobtrusive study of reference service further demonstrates: that the actual quality of reference service being provided by most academic and public libraries today is probably not very good.[6]

Basic services imperiled

The lack of discussion or reassessment in light of the critical studies is not surprising. Few of us who are reference administrators wish to call attention to this quality-of-service dilemma, especially when dealing with our administrative superiors. We would much prefer to ignore or deny the reality, perhaps to spare ourselves embarrassment or because the dimensions of the problem are overwhelming to the point of despair.[7]

I strongly suspect that most reference librarians, if they were being honest, would admit to not probing often enough or deeply enough into the real heart of their inquirers' questions. For a variety of reasons, the chief of which are lack of time and energy, not to mention fellow desk workers' resentment at those who desert the reference desk post for too long while on duty, it is easier to accept questions at face value, pointing people to the *Readers' Guide*, the *Magazine Index*, or the card catalog and leaving them to shift for themselves.[8] We do this with a heavy heart, however, because we know that many if not most library users, even if they understand something about how libraries and information are organized, nevertheless need 5, 10, or 20 minutes of help from a more experienced person if they are to put together,

sequentially and successfully, all the steps involved in a search for information.

Finding information in a library, and particularly in a large research library, is difficult. In our library instruction sessions and workbooks we present straightforward, pre-programmed search exercises likely to be successful. We try to make using libraries seem easy and enjoyable. But the real world is a complex place, and application of even simple principles of library use is difficult and frustrating for the inexperienced.

Our reference departments are simply not staffed to provide the personalized service so many of our users would need to be successful, and too often dedicated librarians are forced to engage in triage, apportioning their time parsimoniously in order to give band-aid help to the greatest number, rather than in-depth help to the few. In such an atmosphere, unnecessary or artificial library use becomes as much an enemy as it is a friend. Do we really want to retain freshman workbook programs that increase the workload at already swamped reference desks?

I remain a strong advocate of library instruction, because we do need to teach those who have a need to be taught. But it seems that artificial instructional activities, not closely related to course work or research, must have limits. Librarians must always have known subconsciously that if such large-scale instructional programs never took root, chaos would result. Now it has. Things can only become "better," and thus worse, if libraries succeed in involving themselves in Nation at Risk-generated efforts to address the lack of basic skills endemic in our culture (and which, in truth, has been endemic in every culture).

CLEARLY, SOMETHING NEEDS TO CHANGE. JUST as clearly, however, the answer to our dilemma is not massive and indiscriminate retrenchment. Who would go back to the pre-instruction, pre-machine era? There is much of value in what we do today, and we need to preserve the advances we have made in the past decades. The question is how to do it in ways that make best use of staff and improve our quality of performance.

Approaches: 1) The staffing solution

The classic response to increased workload is increased staff. In past eras, libraries have often demonstrated the need for more staff and have had their way. But imagine an advertisement such as this one appearing in our professional journals:

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As a result of its successful public service program, Metropolitan University Libraries has created the following new positions: 5 general reference librarians; 4 bibliographic instruction librarians; 4 database searchers; 2 circulation librarians; 2 inter-library loan librarians; 2 system librarians. Appropriate clerical and student staff are also being hired. For full job descriptions and more information about our highly successful and heavily-used library, please contact our Personnel Librarian.

A comparable advertisement appeared recently in my local newspaper. The booming advertiser, however, was a pizza parlor rather than a library. When the simple effects of growth

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THE NATIONAL ARCHIVES: KEEPER OF THE AMERICAN HERITAGE

Can we continue to ignore our growing staff problems? Yes, if we choose to ignore what each new unobstrusive study of reference service further demonstrates: that the quality of service being provided by most academic and public libraries today is probably not very good.

for a pizza parlor are applied to a library, it is not only farcical, but it underscores the central fallacy inherent in the arguments of the library marketing advocates.

We can run our libraries like businesses, hire business officiers, and emulate businesses in any other way we please; the fact remains that most libraries are not businesses, and are not associated with businesses. We do not generate direct profits for our parent or funding institutions. We could conceivably bill our students or the general public for time spent and services rendered on top of what they are already paying in taxes or tuition—but political considerations make this unlikely. Though many libraries will pass along some costs to patrons in coming years, libraries will remain predominantly nonprofit in orientation.

In sum, we cannot demand staffing increases commensurate with the increases in activity we are experiencing and which we have in large part created for ourselves. When my local pizza parlor experienced a boom in sales, it also experienced an influx of profits that it could translate immediately into a number of new positions for coping with demand.

But booming libraries can quickly drown in their own success. At best they can generate modest budget increases through demonstrated excellence of service over time. But excellence counts for little when taxes and tuition are pushed to the limit, especially when library expenses gain notoriety for outpacing the rate of inflation.[9]

Regardless of the excellence of their services, therefore, most libraries cannot expect appreciable increases in human resources in the foreseeable future. It would be folly for reference staffs to expect salvation to come from this quarter.

2) The technological fix

What about technology—can it save us? Perhaps online systems of various kinds will solve our reference problems. Computer-assisted instruction, end-user searching, and syndetic structures within intelligent, front-ended, user-friendly online catalogs may some day answer people's basic questions and leave reference librarians free to tackle the more complex matters.

This notion is appealing, and if it were reality it might go far to help us. As yet, however, it is largely unrealized. One OCLC terminal may do the work of many catalogers, and one approval plan may do the work of many bibliographers; but provision of help to the public continues to be a labor-intensive activity that machines have not ameliorated.

Just the opposite may be true. Machines tend to give the public more complete and up-to-date information than they had access to previously. So far, so good. But each new machine also seems to generate additional questions and demand its own quotient of additional time for user instruction. Those of us who work extensively with a variety of machines and a multiplicity of online systems are discovering that although they expand, improve, and redirect many of our efforts, they do not really save us any time. Moreover, keeping up with their physical maintenance and remaining knowledgeable in their use are time-consuming tasks in themselves.

As I compose this article at a personal computer, however, it is clear that machines can help us now in at least one area—the clerical one. Librarians have always made wonderful clerks, and too many reference staff are still spending excessive time on clerical tasks simply because there is no one else available to do them. Library instruction, database searching, and massive handout programs have created a volume of record-keeping and typing chores beyond the comprehension of most library front offices. Even where the need is comprehended, libraries can no more hire necessary support staff than they can hire adequate numbers of librarians.[10]

Lots of typing has to be done these days, and much of it has to be done immediately, the first draft serving as final copy. If librarians continue to perform clerical chores, as they probably will, they can save some time by using computers for word processing, budgeting, report generation, and such other repetitive activities as reshuffling old sets of workbook questions for reuse.[11]

3) Alternative staffing arrangements

If we cannot hire more reference librarians, perhaps we can organize present staff more creatively. Many libraries have already tried at least these four staffing innovations:

- creation of separate information desks, staffed with students and clerical people, to handle directional and other straightforward questions;
- use of paraprofessional and student staff at the reference desk itself;
- expansion of reference desk staffing with librarians from other areas of the library;
- spinning off of ancillary activities and programs (e.g., ILL, database searching, and library instruction) as separate offices, allowing for specialization and greater efficiency than in the general approach.

Each of these innovations has potential benefit—and problems. Most problematic is the use of students and nonprofessionals at the reference and information desks. They can certainly be trained to screen out large numbers of simple and basic questions—but can they perceive the complex needs which so often lie just below the surface of apparently simple inquiries? Also problematic is whether new and innovative services, holding great potential for professional growth, should be spun off only to leave us with the traditional, desk-bound activities which have become so limiting or stultifying for some.

A mix of professional and other staffing, a core of common tasks, and a variety of activities for all librarians would seem

(Continued on p. 321.)

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PRSRVN. OFFCR. To design & implem. a comprehen. prsrvn./consrvn. prog., incl. prep. of plans & rel. doc'ts., designing & conducting trng. progs. for staff, & ed'l. progs. for users. Rpts. to dir. of libs. Qual.: adv. trng. in & demon. knowl. of fld.; abil. to communicate well; pref. svrl. yrs.' fld. exp.; des. ALA-MLS. Sal.: $21,000-$29,040, dep. on qual. & exp. MLS appointee must meet univ. reqs. for rsrch., pub., & svc. Apply by June 1, w/res. & 3 ref. (names, adds., ph. nos.) to: Sharon A. Sullivan, Persnl. Ln., Ohio State U. Libs., 1858 Neil Ave. Mall, Columbus, OH 43210. EEO, AA employer. Qualified women, minorities, & handicapped persons, as well as others, are encouraged to apply.

REF. LN., Commerce Lib. Provides ref. svc. (incl. afternoon & evening hrs.), online srchg., & bibl. instruc. to students & fac. of Col. of Admin. Sci. & Dept. of Econ. & Geog. Rpts. to hd. of lib. Qual.: MLS from ALA-accred. prog.; knowl. of lit. of admin. sci. & related areas; pref. exp. or coursework in ref., online srchg., &/or bibl. instruc.; abil. to work well w/a wide variety of people; desire adv. degree in a fld. srvd. by the lib. Sal.: $17,040-$20,040, dep. on exp. & qual. Must meet univ. reqs. for rsrch., pub., & svc. Apply by June 1, w/resume & 3 ref. (names, adds., ph. nos.) to: Sharon A. Sullivan, Persnl. Ln., Ohio State U. Libs., 1858 Neil Ave. Mall, Columbus, OH 43210. EEO, AA employer. Qualified women, minorities, & handicapped persons, as well as others, are encouraged to apply.

INFO. SPECIALIST. Provides computer-based info. svcs. to users--batch & online; conducts orien. progs., wkshps., lectures. Rpts. to hd., mech'izd. info. ctr., a separate pub. svc. unit. Qual.: ALA-MLS; at least 1 yr's. prof. exp., incl. online srchg.; abil. to communicate clearly; desire sci. or social sci. bkgrd. & pub. svc. exp. Sal: $17,040-$20,040, dep. on exp. & qual. Must meet univ. reqs. for rsrch., pub., & svc. Apply by June 1, w/res. & 3 ref. (names, adds., ph. nos.) to: Sharon A. Sullivan, Persnl. Ln., Ohio State U. Libs., 1858 Neil Ave. Mall, Columbus, OH 43210. EEO, AA employer. Qualified women, minorities, & handicapped persons, as well as others, are encouraged to apply.

ASST. DIR., ALA OFF. FOR INTELLECTUAL FRDM. Position entails extensive wrtg. & pub. spkg. on intellec. frdm. issues, rsrch'g. bkgrd. of censorship problems & concerns, monitoring & analyzing 1st-Amendment-related legis. on state & local levels. Applicant must have abil. to func. effec. in wide variety of circumstances & deal w/sensitive issues. Incumbent will substan. contrib. to creation, design, dvpt., & implem. of progs. & activ. in support & defense of 1st Amend. principles. Scholarly bkgrd. in humanities, rsrch. exp., & adv. degree req. Sal.: mid-$20s. Exc. ben. incl. TIAA/CREF, 22 days' vacation. Position avail. immed. Deadline for appl.: May 15. Send ltr. of appl., res., & names, adds., & ph. nos. of 3 ref. to: Persnl. Off., ALA, 50 E. Huron St., Chicago, IL 60611. An EO, AAE.

BRANCH LIBRARIANS & CHILDREN'S LIBRARIAN. We are seeking independent, innovative, patron-oriented librarians for 3 dept. head positions. We require an ALA-accredited MLS & at least one year of public library work. Programming, material selection, reference, readers' advisory, & supervisory experience preferred. Our 6 libraries serve 117,000 people in a growing rural county with extensive recreational facilities & close proximity to NY & Philadelphia. Salary $17,035, excellent benefits. Resume & 3 references to: Marsha Labovitz, Sussex County Library, RD 3, Box 76, Newton, NJ 07860.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

NOTICE: Beginning in June, LEADS type size will increase slightly for better legibility; rates-per-line will remain the same. In effect, the cost-per-character will rise approximately 7%.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: $5/line. ALA institutional members receive 20% off ($4/line).

Display: Boxes, larger type, prominent format. $50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10. For Positions Wanted, box numbers are free-of-charge.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number **within 2 weeks of placement of advertising.** Later receipt will result in incomplete billing.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Ads by Phone

The following applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

1) Telephoned copy will be accepted **only at the discretion of the LEADS editor,** depending on time available.
2) **A surcharge** of $5 total for line-by-line and $10 total for displays will be charged for all accepted telephone ads.
3) All accepted telephone ads **must be followed by written confirmation, including full text of the ad,** within two weeks.

Late Job Notices

As space permits, Late Jobs are taken after the general copy deadline has passed. **By phone only, beginning 10th of the month.** $10/line. ALA institutional members 10% off. See complete instructions in section.

Consumer Classies

Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) $5/line; **multiple insertion discounts on total cost:** 2–5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

Address

Place all notices with Beverly Goldberg, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; (312) 944-6780 x326.

Get your June Leads *Express!*

Only $1/copy, *AL's Career LEADS Express* brings you next month's LEADS 3-4 wks. early. Send $1 check (made out to *AL Express*) & legal-sized SASE c/o LEADS Editor.

JOBLINES

AMERICAN SOCIETY FOR INFORMATION SCIENCE Jobline: (202) 659-1737. To list a position, obtain a form from: ASIS Jobline, ASIS Headquarters, 1010 16th St., NW, Washington, DC 20036 or phone (202) 659-3644.

ARIZONA Job Hotline: (602) 278-1327. To list a position, write Arizona Job Hotline, c/o Maricopa County Library, 3375 W. Durango, Phoenix, AZ 85009 or phone (602) 269-2535.

ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES Jobline: (312) 944-6795. To list a position, obtain jobline form from: ACRL Jobline, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: $30 ACRL members.; $35 nonmembers.

BRITISH COLUMBIA Library Association Jobline: (604) 263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C., Canada V6R 4G6.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Suite 300, Sacramento, CA 95814-3477 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

(CALIF.) SAN ANDREAS-SAN FRANCISCO BAY/Special Libraries Association: (415) 339-9541. To list a position: call Elaine Zacher at (415) 271-4357.

(CALIF.) SOUTHERN CALIFORNIA CHAPTER, Special Libraries Association: (818) 795-2145. To list a position: write Duane M. Helgeson, Millikan Library 1-32, California Institute of Technology, Pasadena, CA 91125 or phone (818) 356-6422.

COLORADO State Library Jobline: (303) 866-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 866-2175. **COLORADO LIBRARIES ONLY.**

CONNECTICUT Library Association Jobline: (203) 727-9675, 24 hrs., updated weekly. To list a position: write CLA Jobline, Connecticut State Library, 231 Capitol Ave., Hartford, CT 60610.

(D. C.) METROPOLITAN WASHINGTON Library Jobline: (202) 223-2272. To list a position: write Jobline, Metropolitan Washington Library Council, 1875 Eye Street NW, Suite 200, Washington, DC 20006 or phone (202) 223-6800, x458. There is a $30 listing fee for nonmembers.

DELAWARE Library Association Jobline: call the New Jersey and/or Pennsylvania Job Hotlines, which include Delaware job listings. Prospective employees should contact the employer directly. Delaware jobs are also listed on the New Jersey, Pennsylvania, and Maryland joblines.

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, R.A. Gray Building, Tallahassee, FL 32301 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

ILLINOIS Library Jobline: (312) 828-0930. To list a position: call (312) 644-1896 or write Library Jobline of Illinois, c/o Illinois Library Association, 425 N. Michigan Ave., Suite 1304, Chicago, IL 60611. Fee for listing position for 2 weeks is $20. Cosponsored by Illinois Library Association and IL Chapter/SLA.

IOWA Library Joblist (monthly): Carol Emerson, Editor, State Library of Iowa, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4350. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 10 am–2 pm.

MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. **MIDWEST LIBRARIES ONLY.**

MISSOURI Library Association Jobline: (314) 449-4627. To list a position: write MLA Jobline, Parkade Plaza, Suite 9, Columbia, MO 65201. There is a $10 listing fee for nonmember libraries.

MOUNTAIN PLAINS Library Association Jobline: (605) 624-2511. To list a position, write: Mountain Plains L.A., c/o I. D. Weeks Library, University of South Dakota, Vermillion, SD 57069. Includes Kansas, Montana, Nebraska, Nevada, North and South Dakota, Utah, and Wyoming.

NEBRASKA Job Hotline (402) 471-2045. To list a position: write Nebraska Library Commission, 1420 P St., Lincoln, NE 68508. **REGIONAL EMPHASIS.**

NEW ENGLAND Library Jobline: (617) 738-3148. To list a position: write Dr. James M. Matarazzo, Assoc. Dean, GSLIS, Attn.: New England Library Jobline, Simmons College, 300 The Fenway, Boston, MA 02115.

NEW JERSEY Library Association: (609) 695-2121. To list a position, phone: (609) 292-6237.

NEW YORK Library Association Jobline: (212) 227-8483. To list a position: write NYLA, 15 Park Row, Suite 434, New York, NY 10038 or phone (212) 227-8032.

NEW YORK CHAPTER, Special Libraries Association: (212) 753-7247. To list a position: write Rhea Tabakin, Deloitte Haskins & Sells, 1114 Avenue of the Americas, New York, NY 10036 or phone (212) 790-0639.

NORTH CAROLINA Jobline: (919) 733-6410. To list a position, call: (919) 733-2570. **NORTH CAROLINA LIBRARIES ONLY.**

OKLAHOMA Department of Libraries Jobline: (405) 521-4202, 5 pm–8 am weekends and holidays, only. Updates on 1st and 15th of every month. To list a position, call: (405) 521-2502.

OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243. **NORTHWEST LISTINGS ONLY.**

PACIFIC NORTHWEST Library Association (PNLA) Jobline: (206) 543-2890. To list a position, write: PNLA Jobline, c/o Graduate School of Library and Information Science, FM-30, University of Washington, Seattle, WA 98195. **PACIFIC NORTHWEST LISTINGS ONLY.**

PENNSYLVANIA Cooperative Job Hotline: (717) 234-4646. To list a position (members and nonmembers): (717) 233-3113.

RHODE ISLAND *RILA Bulletin* Jobline (monthly). For copies, send self-addressed, stamped envelopes. To order or to list a position, contact S. Carlson, R.I. Dept. of State Library Services, 95 Davis St., Providence, RI 02908. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

RURAL LIBRARIES Jobline (monthly), Center for the Study of Rural Librarianship, Clarion University of Pa., Clarion, Pa. Send $1 per copy. To order or to list a position, contact Michael Jaugstetter, College of Library Science, Clarion University of Pa., Clarion, PA 16214 or phone (814) 226-2383.

(S. C.) UNIVERSITY OF SOUTH CAROLINA College of Library and Information Science Jobline: (803) 777-8443. To list a position, write: Admissions and Placement Coordinator, College of Library and Information Science, University of South Carolina, Columbia, SC 29208.

SPECIAL LIBRARIES ASSOCIATION SpecialLine Employment Clearinghouse Job Hotline: (212) 460-9716, 24 hrs., updated every second Friday. To list a position: write Ruth Rodriquez, Manager, Membership Records and Services, Special Libraries Association, 235 Park Ave. S., New York, NY 10003 or phone (212) 477-9520.

TEXAS State Library Jobline: (512) 475-0408. Listings can be heard continuously. Weekly updates. To list a position, write to Bell Colyer, or call (512) 475-4110, Monday–Friday, 8am–5 pm. **TEXAS LISTINGS ONLY.**

VETERANS ADMINISTRATION Library Network: (202) 389-2820. 9 am–5 pm weekdays only. For printed job list: write Harry D. Weitkemper, Library Division (142D), VA Central Office, 810 Vermont Ave. NW, Washington, DC 20420; ATTN.: Vacancy List. Most listings are for medical librarian positions. **FOR THOSE ELIGIBLE FOR INCLUSION ON U.S. REGISTER OF PROFESSIONAL LIBRARIANS ONLY.**

VIRGINIA Library Jobline: (804) 355-0384. To list a position, write: the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

WEST VIRGINIA library employment listings: call the Pennsylvania Cooperative Job Hotline.

POSITIONS WANTED

LIBRARY GRAPHICS/SIGN SYSTEM SPECIALIST seeks entry-level academic library position, U.S./Canada. Arts, humanities, children's literature reference; online search training; exhibits management experience. Library of Congress intern; calligrapher. 1984 ALA-MLS. G. R. Ekman, College of Library and Information Services, Hornbake Library, University of Maryland, College Park, MD 20742.

APRIL 1984 GRADUATE (MLS/ALA-accredited) seeks entry-level position. Will Relocate. Experience: Bibliographic Instruction, Cataloging, Reference Work in Academic Libraries, Medical Library Operations, OCLC ILL subsystem. Coursework: Information Science, Government Documents, Computer Searching (DIALOG). Reply to: Blake Viele, 3619 College Park Circle #1, Tampa, FL 33612 for Resume.

WHO WANTS TO LIVE IN A SMALL, OUT-OF-THE-WAY town & work in the public library? I do! Recent ALA-MLS with 2 yrs.' lib. exp. plus many yrs. in related fields. Capable, creative, with a passion for getting books & people together. Southwest location desired. Try me! Box B-852-W.

ENTRY-LEVEL POSITION WANTED IN A LIBRARY. Please contact Richard E. Wolf (BE, ME + grad.) at 1722 N. Danville St., Arlington, VA 22201; 703-527-1627 (H) or 202-546-6146 (B).

CERTIFIED SCHOOL LIBRARIAN—Media Specialist. MSLS Columbia University. 20 yrs.' varied experience: one yr. State Library Commission, 3 yrs.' Public Library, 3 yrs.' College Library, 13 yrs.' School Library from K–12. Available this Summer Session and/or 1984/85 academic year. Engaging personality. Solid foundation in librarianship. Hard worker. Kindly reply to Box B-850-W.

POSITIONS OPEN

ACADEMIC LIBRARY

Assistant acquisitions librarian (new position). Responsibilities of this position include ordering monographic materials for the library collections, revising bibliographic searching, assigning vendors, assisting faculty with book selection, corresponding with book dealers and publishers, supervising paraprofessional staff 2 evenings per week. Qualifications: ALA-accredited MLS required, paraprofessional experience in technical services preferred, knowledge of MARC format and library automation highly desirable. Applicants should have the ability to communicate well with faculty and library staff. Benefits: faculty status, Blue Cross–Blue Shield plan, Fla. state retirement, 22 days' vacation, no state or local income tax. Rank and salary: assistant university librarian, $14,023–$15,200. **Send a letter of application with complete resume and the names of 3 references by June 1** to: James H. Ranz, Associate Director for Technical Services, **216 Library West, University of Florida, Gainesville, FL 32611.** An equal-opportunity, affirmative-action employer.

Assistant acquisitions librarian. 2 new faculty positions with academic rank at the Pennsylvania State University Libraries will focus respectively on humanities/social science and science/technology subjects. They will report to the acquisitions librarian and work closely with the collection development coordinator and will be responsible for acquisitions coordination in all formats within subject focus. Initial broad subject assignment may be modified in future toward more specific subject areas. Both positions will have opportunities for expanded professional involvement in public services. Responsibilities: selection monitoring in line with collection principles; work with selectors and staff on collection goals, budgets, sources, evaluation, etc.; consultation with university faculty, campus librarians, fund administrators on acquisitions matters; monitoring of vendor and publisher performance, approval plans, and exchange relationships. Related duties include storage and withdrawal decisions; evaluation of circulation/interlibrary loan data, faculty and student requests, and potential gifts to determine collection needs; donor relations; book/serial budget and gift-fund monitoring; and participation in departmental planning. Qualifications: ALA-accredited MLS or equivalent; minimum 2 yrs.' acquisitions or collection development experience in academic or major public library (with some reference experience preferred); thorough knowledge of domestic and foreign book trade; knowledge of foreign language (German or Russian for science/technology, Western European for humanities/social sciences); excellent communication and public relations skills. Subject master's, familiarity with library automation desirable. Potential for promotion and tenure will be considered. Salary and tenurable rank dependent upon qualifications, $18,000 minimum. Available immediately. Liberal vacation; life, health, dental, and vision care insurances; state or TIAA/CREF retirement; optional insurance and tax-shelter plans; educational privilege. **Deadline: May 31**, or until a suitable candidate is identified. To apply, send letter of application, current complete resume, and names of 3 references to: Anne Minshall, **Box LDS, The Pennsylvania State University, E505 Pattee Library, University Park, PA 16802.** An equal-opportunity, affirmative-action employer.

Assistant director for administrative services. A staff position responsible for personnel administration, budget control, public relations, University Library Friends' activities, and other special projects and assignments. Accredited MLS and 2–3 yrs. of aca-

demic library administrative experience, including personnel and budget responsibilities, required. Must have superior planning, analytic, writing, and communication skills. Background in supervision, business systems, and/or building space planning preferred. Starting date Aug. 1. Salary: $20,000 minimum. Faculty status, tenure-track, TIAA/CREF. **Closing date July 7.** Send application, resume, and 3 references to: Robert S. Runyon, Library Director, **University of Nebraska at Omaha, Omaha, NE 68182.** Interviews available at ALA Conference in Dallas. The University of Nebraska is an equal-opportunity, affirmative-action employer.

Assistant director of libraries & head of public services (search reopened), Thomas G. Carpenter Library, University of North Florida, Jacksonville. Opportunity for a librarian with strong administrative talents and a desire to maintain active involvement in the daily operations of a medium-sized, publicly supported academic library. The assistant director assumes chief administrative responsibility in the absence of the director, functions as an advisor to the director in the coordination and evaluation of all library operations, and serves as the next-to-highest-level supervisor of a staff comprising 14 professionals and 23 support staff. Minimum qualifications include an ALA-accredited MLS, at least 9 yrs.' increasingly responsible professional experience, preferably in an academic/research library, and a strong record of administrative performance. The successful candidate should be able to demonstrate expertise in automation, budgeting, and personnel management, will have good written and oral communication skills, and will show evidence of an ability to relate well to colleagues and administrators at the local and state level. Salary is $26,000 minimum depending on qualifications. **Send letter of application, resume, and names of 3 professional references postmarked by May 31** to: Linda L. Smith, Chair, Search Committee, **University of North Florida, POB 17605, Jacksonville, FL 32216.** The University of North Florida is an affirmative-action, equal-opportunity employer.

Assistant head, periodicals department. Reporting to the head, periodicals department, the incumbent is responsible for assisting in the management of the periodicals department, which has a periodicals budget of $115,000 and receives approximately 2,000 subscriptions. Departmental functions include selection and acquisition, record keeping, bindery, and periodicals information desk. The incumbent will be responsible for online searches in science and technology, especially book and periodical selection in the sciences, and for microcomputer application in periodicals. Qualifications: ALA-accredited master's degree and undergraduate preparation in science are required. Additional graduate coursework in science or computer science is highly desirable. Post-MLS periodicals work experience is necessary. Salary range $20,000–$24,000 for 12 mos., tenure-track position. **Letter of application, resume, names, addresses, and telephone numbers of 3 current professional references should be sent by June 1** to: Henry R. Stewart, Director, **William Allen White Library, Emporia State University, Emporia, KS 66801.**

Assistant librarian. An **entry-level** position to perform a variety of professional assignments. Emphasis will be on CLSI circulation, OCLC cataloging, and database searching. Other assignments will include reference service and other duties as assigned. Applicants must be flexible enough to work a variety of assignments and be willing to be trained as necessary. Experience in library automation and CLSI is highly desirable. Some weekend and evening work required. ALA-accredited library degree required. Initial appointment may be above first step based on qualifications and experience. Permanent, tenure-track appointment. Personal interview required. Travel expenses must be paid by the candidate. Position will open Sept. 3. Current salary range $18,024–$24,756; an increase is anticipated July 1. **Submit letter of application and resume by June 29** to: Library Coordinator, Library Recruiting Committee, **California State College/San Bernardino, 5500 State College Parkway, San Bernardino, CA 92407.** California State College, San Bernardino, is an equal-opportunity, affirmative-action, Section 504, Title IX employer.

Assistant librarian—cataloger. The University of Arkansas at Monticello has an opening for assistant librarian—cataloger. Requirements: MLS from ALA-accredited school. Desirable qualifications: experience in original cataloging of monographs and serials using AACR2, LCSH and LC class.; knowledge of OCLC subsystems. Recent graduates encouraged to apply. Salary range $15,000–$18,000 for 12-mo. appointment. Fringe benefits. Applications taken until position is filled. Send application, credentials, and references to: William F. Droessler, Librarian, **University of Arkansas at Monticello, POB 3599, Monticello, AR 71655.** An EEO, AA employer.

Assistant librarians—2 entry-level positions. Work includes technical services using the 4 OCLC subsystems, liaison with academic depts., and reference service, possibly including bibliographic instruction. MLS from ALA-accredited school required. Preference given to those with academic experience. Salary range: $16,000 range. Starting date: Sept. 1. **Deliberations will begin May 15.** Send letter of application and 3 letters of reference to: Personnel Responsibilities Committee, **Crumb Library, SUNY Potsdam, Potsdam, NY 13676.** An equal-opportunity, affirmative-action employer.

Assistant science librarian, 12-mo., tenure-track appointment, available July 18. Responsible for general reference in the Science Library, a collection of 250,000 vols.; collection development in the biomedical, biological, physical, or earth sciences, depending on background and interests; management of computerized literature retrieval in the DIALOG, ORBIT, NLM, and CAS systems; management of library instruction and orientation, and overseeing interlibrary loan activities. Requires ALA-accredited MLS; strong coursework in an area of the sciences; successful coursework or library experience with computerized literature retrieval; and ability to interact effectively with students and faculty. Prefer a bachelor's degree in the sciences; library experience with scientific materials; experience with online literature retrieval in the DIALOG, ORBIT, NLM, and CAS systems; and a broad European-language background. Salary: $17,000–$21,000 dependent upon qualifications. Benefits: paid vacation of 22 days per year; paid sick leave of one day per mo.; participation in TIAA/CREF retirement program; individual health insurance provided. **Applications must be postmarked no later than June 11.** To apply, submit letter of application, resume, transcripts, and 3 letters of reference to: Sandra K. Gilliland, Assistant to the Dean, **University of Kansas Libraries, Lawrence, KS 66045-2800.** Qualified minorities are encouraged to apply. An equal-opportunity, affirmative-action employer.

Assistant special collections librarian: University of Nevada, Las Vegas. Special collections contains materials pertaining to southern Nevada, gaming industry, culinary arts, and the UNLV archives. Responsibilities: acquire, arrange, describe, and provide access to manuscript collections and archival records of UNLV; develop Nevada collection; participate in reference desk and exhibit schedule; and perform other duties as assigned. Qualifications: ALA-accredited degree and formal archival and/or manuscript training required; an advanced subject degree in an appropriate field such as U.S. history or political science and substantial experience in processing manuscripts preferred; interest in computer applications for cataloging and indexing archival and manuscript collections desirable; effective communication skills; ability to establish and maintain harmonious working relationships with staff, donors, and patrons; and ability to organize, analyze, and plan efficiently is essential. Minimum salary: $16,800. Tenure-track, faculty status, 12-mo. appointment, 24 days' vacation, fringe benefits. **Send letter of application, resume, and names of 3 references by May 31** to: Mary Dale Palsson, Director of Libraries, **University of Nevada/Las Vegas, 4505 Maryland Parkway, Las Vegas, NV 89154.** The University of Nevada/Las Vegas is an equal-opportunity, affirmative-action, Title IX, 504, 402 employer.

Associate Librarian II/bibliographic support librarian. Provides staff support at the professional level for clerical cataloging of monographs and serials; serves as staff assistant to the head, biblio-

Positions Open continued on p. 314.

Chief, Humanities and History Division
Columbia University Libraries

This position has primary responsibility for the public services activities and operations of one of 3 major divisions, including Columbia University's major collection of over 1.5 million volumes in the humanities and history, and pre-1974 social sciences. The division includes Butler Library, which houses the Instructional and SLS libraries, and the Music and Paterno libraries. The incumbent will report directly to the director of the Library Resources Group and is expected to ensure the effective continuation of current service activities while continuing the development of innovative services and programs, including: exploration with faculty of new approaches to information services; expanding access to computer-based data systems; and developing the application of video, audiovisual, and computer-based bibliographic instruction. The incumbent is also responsible for coordinating, with the staff of the Resources Group, collection development objectives to ensure an effective program of collection building, organization, and preservation.

Requirements for the position: accredited MLS or equivalent relevant experience required, graduate subject degree desirable. Demonstrated evidence of imagination, leadership, and managerial skills are essential and will be sought in all cases. Knowledge and understanding of the process of scholarly communication and of the complexities of a major research library are also essential. Candidates with 5 yrs.' administrative experience in pertinent areas of library operations will be sought, with special attention given to responsibility for public service activities. Salary ranges: Librarian II, $28,500–$37,050; Librarian III, $31,500–$45,675.

Deadline for applications is June 8. Applications, along with a list of 3 references and salary requirements, or nominations should be submitted in writing to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.**

An equal-opportunity, affirmative-action employer

Chief, Bibliographic Control Division
Columbia University Libraries

The chief of the bibliographic control division is responsible for managing cataloging production and maintenance activities for the majority of collections of the Columbia libraries (except East Asian vernacular, Health Sciences, and Law) and for coordinating bibliographic control policies systemwide. The incumbent will report directly to the director of the Technical Services Group and work closely with the Services and Resources groups to ensure the effective development of bibliographic, reference, and support services to provide access to instructional and research resources, including continuing development of the online catalog. The staff of the division consists of 26 librarians, 36 supporting staff, and an FTE of 10 student assistants. The incumbent is a member of the libraries' senior staff Operations and Planning Council.

Requirements for the position: accredited MLS or equivalent relevant experience; demonstrated evidence of imagination, leadership, and managerial and analytical skills; broad knowledge of cataloging theory and practice; substantial knowledge of computer-assisted technical processing activities and systems; effective writing, speaking, and interpersonal skills; ability to work effectively in a complex, participative environment; knowledge and understanding of the process of scholarly communication in various disciplines. Candidates with 5 yrs. of relevant administrative experience will be sought, with special attention given to responsibility for cataloging activities. Salary ranges (through June): Librarian II, $28,500–$37,050; Librarian III, $31,500–$45,675.

Deadline for applications is June 8. Applications, along with a list of 3 references and salary requirements, or nominations should be submitted in writing to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.**

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

May

13-17: Nat'l. Computer Graphics Assn. annual conf., Anaheim, Calif. Info.: C. Radiske, NCGA, 8401 Arlington Blvd., Suite 601, Fairfax, VA 22031 (703-698-9600).

14: *Agency Financing: Grantsmanship & Fund Raising* wkshp., Kellogg Ctr. for CE, Harrison Rd., Mich. State U., East Lansing. Cospons., Mich. State U./Lifelong Ed. Progs./Off. of V.P. for Dvpt. Fee, $260. *Enrollment limited.* Info.: M. Van Wormer, Conf. Consultant, Lifelong Ed. Progs., MSU, 48824-1022 (517-355-0170).

14: *Storytelling* wkshp., Schl. Lnshp., U. British Columbia, Vancouver. Spons., British Columbia LA/YA & Children's Svcs. Section. Fee, $35 BCLA mem.; $45 nonmem. Info.: K. Roberts, Coord. of Children's Svcs., Richmond Pub. Lib., 7691 Minoru Gate, Richmond, B.C. V6Y 1R8 (604-273-6606).

14-15: Massachusetts LA annual conf., Marriott Hotel & Conf. Ctr., Springfield. Theme, "Back to Basics." Info.: R. Hunte, MLA, 436 Great Rd., Acton 01720 (617-263-5144).

14-17: Assn. for the Dvpt. of Computer-based Instruc'l. Systems int'l. conf., Ohio State U., Columbus. Info.: Assn. for the Dvpt. of Computer-based Instruc'l. Systems, Western Wash. U., 409 Miller Hall, Bellingham, WA 98225.

14-25: *Libs. & the Pub. Policy* prog., SLS, Tex. Woman's U., Denton. Spons., TWU/SLS. Info.: SLS, TWU, 76204 (817-387-2418).

15, 17, 22, 24: *Adv. Online Info.—Retrieval Techniques* course, FLIS, U. Toronto, Ont. Spons., UT/FLIS. Fee, $150. *Enrollment limited to 12.* Info.: Off. CE, FLIS, UT, 140 St. George St., M5S 1A1 (416-978-3153) or C. Smith (416-978-3035).

15-18: *Going to the Source: An Intro. to Research in Archives* wkshp., Nat'l. Archives bldg., Washington, D.C. Spons., Nat'l. Archives & Records Svc. Fee, $75. *Enrollment limited to 30.* Info.: E. Freeman, Ed. Div., Nat'l. Archives, 20408 (202-523-3298).

15-19: Florida LA annual conf., Hyatt Hotel, Orlando. Theme, "MLS Mgmt., Legis. & Svc." Fee, $25 FLA mem.; $45 nonmem. Info.: M. Stealey, FLA, 2020 W. Fairbanks Ave., Winter Park 32789 (305-647-8839).

16-18: Annual Wkshp. on Instruc. in Lib. Use, Queen's U., Kingston, Ont. Cospons., St. Lawrence Col.; Queen's U. Theme, "Coping w/Crisis: Strategies for Survival." Info.: B. Love, Wkshp. Co-ch., St. Lawrence Col. Lib., King & Portsmouth Aves., Kingston, Ont., Canada, K7L 5A6.

16-19: Cncl. on Botanical & Horticultural Libs. annual mtg., Morton Arboretum, Lisle, Ill. Theme, "Botanical Lit." Info.: I. MacPhail, Morton Arboretum, 60532 (312-968-0074).

16-20: Amer. Inst. for Conservation annual mtg., Los Angeles, Calif. Info.: Amer. Inst. for Conservation, The Klingle Mansion, 3545 Williamsburg Lane, Washington, DC 20008 (202-364-1036).

17: *Database Mgmt.* wkshp., Alumnae Ctr., Col. of St. Catherine, St. Paul, Minn. Spons., Col. of St. Catherine/Off. CE. Fee, $55. Info.: Off. CE, CSC, 2004 Randolph Ave., 55105 (612-690-6819).

17-18: *In-house Design of Lib. Autom. Systems or Turnkey Packages: What Are the Options?* seminar, Pratt Manhattan Ctr., 30th St. & Lexington Ave., New York, N.Y. Spons., Pratt Inst./GSLIS. 1 CEU available. Fee, $150. Info.: R. Garoogian, Asst. Dean, GSLIS, Pratt Inst., Brooklyn 11205 (212-636-3702, 03).

17-18: Maryland LA annual conf., Sheraton Fontainbleu, Ocean City. Theme, "Srvg. More in '84." Info.: D. Cunningham, Netwk. Specialist, Div. of Lib. Dvpt. & Svcs., Md. State Dept. of Ed., 200 W. Baltimore St., Baltimore 21201 (301-659-2123).

17-19: *"Invincible Louisa" Conf.: The Coming of Age of Children's Literature; 50 Yrs. in Perspective (1934–84),* Schl. of Ed., Syracuse (N.Y.) U. Spons., Syracuse U./Schl. of Ed. Info.: K. Lindauer (315-682-9192 x280).

17-19: *Nat'l. Conf. on Col. Lrng. Assistance Ctrs.,* Brooklyn, N.Y. Spons., Long Island U. Fee, $75. Info.: E. Caputo, Off. of Spec. Acad. Svcs., LIU, Lib. Lrng. Ctr., Rm. 203, Brooklyn 11201 (212-403-1040).

17, 19: *Online Skills & Techniques* clinic, Shoen Lib., Marylhurst (Ore.) Col. Spons., Marylhurst Col./Shoen Lib. 1 cr. available. Fee, $95 w/o cr.; $115 w/cr. Info.: Shoen Lib., Marylhurst Col., 97036 (503-636-8141 x56, 61).

COMING UP

Executive Board
Spring Meeting — May 2–3, 1984

ALA Annual Conference
Dallas, Tex. — June 23–28, 1984
Chicago, Ill. — July 6–11, 1985

IFLA General Conference
Nairobi, Kenya — Aug. 19–25, 1984
Chicago, Ill. — Aug. 18–24, 1985

AASL Conference
Atlanta, Ga. — Oct. 31–Nov. 4, 1984

ALA Midwinter
Washington, D.C. — Jan. 5–10, 1985

(Please note revised dates.)

DATEBOOK continued on p. 313.

ADVERTISEMENTS

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Nonprofit organizations: **Line-by-line** format, $5/line; ALA institutional members, $4/line. **Display** format, $50/column inch; 20% discount to nonprofit ALA institutional members.

For-profit organizations: **Line-by-line** format, $7.50/line; **display** format, $75/column inch.

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Authors: *Planning the Electronic Office* McGraw-Hill, 1983

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Newspaper & Mass Media Libraries
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with Susan Klement
Aug. 6–11 • $166.50

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with Alan Veaner
Aug. 8–10 • $83.25

Bibliotherapy
with Rhea Rubin
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The registration deadline for these summer programs is Aug. 1; graduate credit or CEUs are available for each. To enroll or for further details, contact: **Dr. Mary K. Biagini, School of Library Science, Kent State University, Kent, OH 44242; 216-672-2783.**

WNET/NEW YORK and the American Library Association invite you to develop library programs for the most ambitious documentary series in public broadcasting history.

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HERITAGE:
CIVILIZATION AND THE JEWS

A soyfer prepares a torah scroll, 1912.
Courtesy archives of the YIVO Institute for Jewish Research.

Airing October-November, 1984, on local PBS stations.

Narrator and on-screen host: Abba Eban, former Israeli Minister of Foreign Affairs.

Produced by WNET/THIRTEEN (New York's Public Broadcasting Station).

Filmed for five years in 18 countries on four continents, HERITAGE covers more than 3,000 years of the Jewish people's development and their interactions with Western religions and cultures.

HERITAGE is not just one people's story, but the story of Western civilization. Its focus is universal, mixing Jewish history with the growth of Christianity, Islam, and Western secular traditions.

HERITAGE is filmed where it actually happened, from Mesopotamia to Jerusalem, from Tunisia and Morocco to France, Spain and Germany.

HERITAGE is not a dramatic recreation, but a 9-part documentary that uses period art and music, manuscripts, artifacts, sculptures, and rare film footage.

Through a grant from WNET, ALA is producing library programming materials for the series. On the following pages are a general bibliography and bibliographies for junior high school and high school aged readers.

This is the first library educational program supported on a major scale by public television—let's show what libraries can do!

Educational and outreach programs funded by the Charles H. Revson Foundation, the National Endowment for the Humanities and the Brookdale Foundation.

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Abba Eban, in a reconstruction of Theodor Herzl's study in Jerusalem.
Courtesy WNET/ NEW YORK.

WNET
WNET/THIRTEEN/NEW YORK

Immigrants in the dining hall of the Hamburg-Amerika liner, Hamburg, before leaving for the new world.

Courtesy Leo Baeck Institute, New York.

Polish Jews.

Courtesy the library of the Jewish Theological Seminary of America.

Program Synopsis

I. A People Is Born (13th century BC to 6th century BC). The birth of a new people—with their patriarchs, prophets and kings—amid the ancient civilizations of Egypt and Mesopotamia.

II. The Power of the Word (6th century BC to 2nd century AD). The consolidation of the Jewish people and their law; their creative interaction with the ancient Greeks and Romans.

III. The Shaping of Traditions (1st to 9th centuries AD). The destruction of the Second Temple, the rise of Christianity and Islam, and the emergence of Jewish culture in Europe.

IV. The Crucible of Europe (9th to 15th centuries). The turbulent and creative interplay of Judaism, Christianity and Islam during the Middle Ages.

V. The Search for Deliverance (1492-1789). The bustle of Jewish life in Amsterdam, Constantinople, Safed and Venice in the wake of the expulsion from Spain; the flourishing of Polish Jewry.

VI. Roads From the Ghetto (1789-1917). From the industrial and French revolutions to the struggle for Jewish emancipation, the rise of modern anti-Semitism and the birth of Zionism.

VII. The American Jewish Experience (1654-1932). The Jewish experience in the new world.

VIII. Out of the Ashes (1917-1945). The turmoil of the twenties, the fury of Nazism and the Holocaust; the beginnings of reconstruction and a glimmer of hope for the future.

IX. Into the Future (1945-present). The birth of the state of Israel, the plight of Soviet Jewry, relations between the Jews of Israel and those in other parts of the world, and the meaning of Jewish identity today.

General Bibliography

Dr. Maurice S. Tuchman
Librarian, Hebrew College
Brookline, MA

Blau, Joseph L. *The Story of Jewish Philosophy.* New York: Ktav, 1962. $8.85.
ISBN 0-87068-174-5.
A history of Jewish philosophy and thought, showing its continuities, changes and development from Biblical times to the 20th century.

Cardozo, Arlene R. *Jewish Family Celebrations: Shabbat, Festivals and Traditional Ceremonies.* New York: St. Martin, 1982. $17.50.
ISBN 0-312-44231-9.
An illustrated survey of Jewish holidays, customs and ceremonies, describing their origin and evolution, as well as their observance and celebration today.

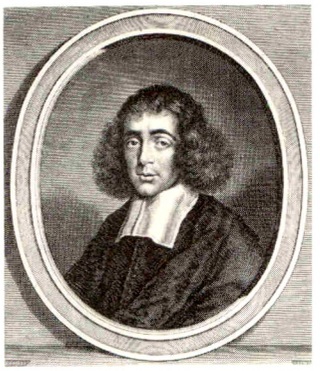
Yitshok Zandberg acting company in Lodz, 1910.

Courtesy archives of the YIVO Institute for Jewish Research.

The Concise Jewish Encyclopedia. Edited by Cecil Roth and Geoffrey Wigoder. New York: New American Library, 1980. $8.95. ISBN 0-452-00526-4.
An authoritative one volume encyclopedia containing short articles on Jewish life, thought, personalities and history.

Eban, Abba. *My People: The Story of the Jews.* New York: Behrman, 1968. $25.00 ISBN 0-87441-294-3.
An illustrated, readable and concise history of the Jews from ancient times to the post-World War II era.

Spinoza. Courtesy the library of the Jewish Theological Seminary of America.



Great Ages and Ideas of the Jewish People. Edited by Leo W. Schwarz. New York: Modern Library, 1983, © 1956. $6.95. ISBN 0-394-60413-X.
An analysis by six intellectual historians of the ideas and values in Jewish history and its relationship to world culture and civilization.

The Judaic Tradition. Texts edited and introduced by Nahum N. Glatzer. New York: Behrman, 1982. $9.95. ISBN 0-87441-344-3.
An anthology of the major works of Judaic literature from the post-Biblical era to the modern age.

Kravitz, Nathaniel. *Three Thousand Years of Hebrew Literature: From the Earliest Times Through the 20th Century.* Chicago: Swallow, 1971. $20.00. ISBN 0-8040-0505-2.
A history of Jewish literature from the Bible to modern times, that examines the forms of literature, the key figures, important works and their significance in terms of Jewish life and culture.

Roth, Cecil. *Jewish Contribution to Civilization.* New York: Hebrew Publishing Co., 1978. paper $3.95. ISBN 0-85222-217-3.
Short, readable essays on the contribution of the Jews to all aspects of world civilization, including art, music, literature, science, medicine, economics, public life, law and the voyages of discovery.

Steinberg, Milton. *Basic Judaism.* New York: Harcourt, Brace, Jovanovich, 1965. $2.95. ISBN 0-15-610698-1.
A clear discussion of the beliefs, ideals, practices and institutions of Judaism.

Readings For Individual Programs

Dr. Maurice S. Tuchman

I. A People is Born

Chouraqui, Andre. *The People and the Faith of the Bible.* Amherst: University of Massachusetts, 1975. $13.50. ISBN 0-87023-172-3.
An analysis of the culture of ancient Israel, describing daily life in its social, economic and political aspects, as well as discussing its religious and literary thoughts and accomplishments.

Comay, Joan. *The World's Greatest Story: The Epic of the Jewish People in Biblical Times.* New York: Holt, Rinehart, Winston, 1978. $22.95. ISBN 0-03-019861-5.
An illustrated, readable examination of the Hebrew Bible, describing the narrative, explaining the literary forms, religious and philosophical ideas and placing it in its historical and cultural setting.

Moscati, Sabatino. *Face of the Ancient Orient.* Garden City: Doubleday, 1962. paper $2.95. ISBN 0-385-01397-3.
A concise, illustrated survey of the major cultures of the ancient Middle East, that describes the history, religion, literature and art of the Sumerian, Babylonian, Egyptian, Persian and Israelite civilizations.

II. The Power of the Word

Nickelsburg, George W. *Jewish Literature Between the Bible and the Mishnah: A Historical and Literary Introduction.* Philadelphia: Fortress Press, 1981. $19.95. ISBN 0-8006-0649-3.
An analysis of the unique Jewish literature that developed in the intertestimental period, 400 B.C.-140 A.D., introducing the reader to Persian-Judaic, Hellenistic Judaic, Roman and early Christian writings in their historical and literary settings.

Sandmel, Samuel. *Judaism and Christian Beginnings.* New York: Oxford, 1978. $29.95. ISBN 0-19-502281-5; $9.95. ISBN 0-19-502282-3.
A clear presentation of the history, institutions and ideas of Judaism from 200 B.C. to 175 A.D. and its impact on Christianity.

Odessa Merchants. Courtesy the library of the Jewish Theological Seminary of America.

III. The Shaping of Traditions

Adler, Morris. *The World of the Talmud.* 2nd ed. New York: Schocken, 1963. $4.95. ISBN 0-8052-0058-4.
A short guide to the Talmud and its historic and cultural background, introducing the life and thought of the rabbinic sages and their religious and ethical teachings.

Parkes, James. *The Conflict of the Church and Synagogue: A Study in the Origins of Anti-Semitism.* New York: Atheneum, 1969. $6.95. ISBN 0-689-70151-9.
A clear analysis of the origins of the conflict between Judaism and Christianity, tracing its passage from the relationship of the Jews to the Roman world until the beginning of the Middle Ages.

IV. The Crucible of Europe

Abrahams, Israel. *Jewish Life in the Middle Ages.* New York: Atheneum, 1969. $7.95. ISBN 0-689-70001-6.
A survey of the social, economic and political life of the Jews during the Middle Ages, that discusses their relationship to both Christianity and Islam, their ethics, literary accomplishments and recreation.

Parkes, James. *The Jew in the Medieval Community.* New York: Hermon, 1976. $9.75. ISBN 0-87203-060-1.
A study of the political and economic status of the Jews during the Middle Ages, tracing their legal, communal and financial position in this society in relation to both the church and local governments.

V. The Search for Deliverance

Roth, Cecil. *The Jews in the Renaissance.* Philadelphia: Jewish Publication Society, 1978. $5.25. ISBN 0-8276-0103-4.
A study of Jewish participation in the Italian renaissance, examining their place in this society and the impact of the art, music, literature, theater, science and printing on Jewish cultural life.

Stern, Selma. *The Court Jew: A Contribution to the History of the Period of Absolutism in Central Europe.* New Brunswick: Transaction Books, 1984 (Fall). $29.95. ISBN 0-88738-019-0.
An examination of the place of Jews in the financial and economic history of the early modern period, containing an analysis of the Jewish community, forms of communal life and personality of participants.

Stillman, Norman A. *The Jews in Arab Lands: A History and Source Book.* Philadelphia: Jewish Publication Society, 1979. $9.95. ISBN 0-8276-0116-6.
A survey of Jewish social history in the Arab world from the time of Muhammad to the mid-19th century; both a narrative account and contemporary documents illustrating how Arabs and Jews viewed each other.

VI. Roads from the Ghetto

Sachar, Howard M. *The Course of Modern Jewish History.* Rev. enl. ed. New York: Dell, 1977. $10.95. ISBN 0-385-28172-2.

A street scene from the Jewish quarter of Nikolsburg, Moravia, ca. 1900.

Courtesy Leo Baeck Institute, New York.

A history of the Jews in the modern period, from the 18th century until 1950, surveying Jewish life, the interrelationship of world history and Jewish culture, the rise of Zionism, Jewish Socialism and anti-Semitism.

Zborowski, Mark and Elizabeth Herzog. *Life is with People: The Culture of the Shtetl.* New York: Schocken, 1962. $7.95. ISBN 0-8052-0020-7.
A sociological study of Jewish life in the small towns of Eastern Europe, describing the life cycle, the social and ethical mores and the people's view of the world.

VII. The American Jewish Experience

Learsi, Rufus. *The Jews in America: A History.* Rev. ed. New York: Ktav, 1972. $9.95. ISBN 0-87068-177-X.
A history of the Jews in the United States from the Colonial Period until 1971, containing maps and illustrations of some of the notable figures.

Sklare, Marshall. *America's Jews.* New York: Random House, 1971. $9.95. ISBN 0-394-31645-2.
A sociological analysis of the American Jewish community surveying the origins, social characteristics, family, education and religion of this group and the interaction between Jew and Gentile and between American Jewry and Israel.

VIII. Out of the Ashes

Bauer, Yehuda and Nili Keren. *A History of the Holocaust.* New York: Watts, 1982. $15.95. ISBN 0-531-09862-1; $12.95. ISBN 0-531-05641-4.
A history that places the Holocaust in its historical perspective, examines the acts and events that occurred, looks at resistance and rescue attempts and analyzes the immediate aftereffects—the events of 1945-1948 and the establishment of Israel.

Dawidowicz, Lucy S. *The War against the Jews, 1933-1945.* New York: Bantam, 1976. $3.50. ISBN 0-553-02504-X.
A thorough study of the Holocaust, showing the origins and growth of the ideology that led to the mass extermination of European Jewry, the actual plight of Jews to the German terror and Jewish behavior in crisis and extremity.

Patai, Raphael. *The Vanished Worlds of Jewry.* New York: Macmillan, 1981. $17.95. ISBN 0-02-595120-3.
An illustrated examination of the Jewish communities of Europe, North Africa, the Near East and India in the 20th century, describing the culture that existed before their destruction at the hands of the Nazis and their disappearance in Moslem countries after the establishment of Israel.

IX. Into the Future

Diaspora, Exile and the Jewish Condition. Ed. by Etan Levine. New York: Aronson, 1983. $20.00 ISBN 0-87668-601-3.
An anthology of essays and articles on the meaning of exile, the relationship between Israel and Diaspora, Jewish identity, the place of the Jews in the world and the future of the Jewish people.

Sachar, Howard M. *A History of Israel from the Rise of Zionism to Our Time.* New York: Knopf, 1979. $12.95. ISBN 0-394-73679-6.
The history of Israel, tracing the evolution of Jewish nationalism, growth of Zionism, establishment and development of Israel and its place in world Jewry and the world community.

Junior High School Readings

Rhonna A. Goodman
Supervising Young Adult Librarian
New York Public Library
Staten Island, NY

Ausebel, Nathan. *Pictorial History of the Jewish People.* rev. ed. Crown, 1953. $13.95. ISBN 0-517-09757-5.
From biblical times to modern Israel.

Frank, Anne. *The Diary of a Young Girl.* Modern Library, 1958. $5.95. ISBN 0-394-60451-2.
Hiding from the Nazis during World War II.

Goldston, Robert. *Next Year in Jerusalem: A Short History of Zionism.* Little, 1978. $7.97. ISBN 0-316-31958-9.
The 3,000 year history of Zionism.

Heyman, Anita. *Exit from Home.* Crown, 1977. $7.50. ISBN 0-517-52903-3.
When Samuel breaks away from Orthodox life in a Russian shtetl.

Meltzer, Milton. *Taking Root.* Farrar, 1976. $7.95. ISBN 0-374-37369-8.
Jewish immigrants in America.

Meltzer, Milton, *World of Our Fathers.* Farrar, 1974. $7.95. ISBN 0-374-38530-0.
The Jews of Eastern Europe.

Mezey, Robert, ed. *Poems from the Hebrew.* Harper, 1973, $10.53. ISBN 0-690-63685-7.
Ancient, medieval, modern.

Sevela, Ephraim. *Why There is No Heaven on Earth.* trans. Richard Lourie. Harper & Row, 1982. $10.80. ISBN 0-06-025503-X. Berele, living in a small town in modern Russia.

Singer, Isaac Bashevis. *A Day of Pleasure.* Photos by Roman Vishniac. Farrar, 1969. $5.95 (paper). ISBN 0-374-51357-8.
Stories of a boy growing up in Warsaw.

Strassfeld, Michael and Sharon Strassfeld, editors and compilers. *Third Jewish Catalog: Creating Community.* Jewish Publication Society, 1980. $9.95. ISBN 0-8276-0183-2.
A guide to the range of contemporary Jewish life.

High School Readings

Rhonna A. Goodman

Ansky, S. *The Dybbuk, a play.* trans. S. Morris Engle. Regnery-Gateway, 1978 (reprint of 1974 ed. paper). $5.95. ISBN 0-89526-904-X.
When a Chassidic Rabbi in Eastern Europe deals with the terror of mysticism.

Dimont, Max I. *Jews, God, and History.* NAL, 1972. $3.95. ISBN 0-451-12181-3.
From the beginnings.

Dimont, Max. I. *The Jews in America.* Simon and Schuster, 1980. $4.95. ISBN 0-671-25412-X.
The roots and destinies of American Jews.

Fast, Howard. *My Glorious Brothers.* Hebrew Publications, 1977. $4.95. ISBN 0-88482-758-5.
The Jewish rebellion against Antiochus as led by the Maccabee family.

Keneally, Thomas. *Schindler's List.* Simon and Schuster, 1982. $16.95. ISBN 0-671-44977-X.
How a German factory owner saved Jews.

Potok, Chaim. *The Chosen.* Fawcett, 1978. $2.95. ISBN 0-449-24200-5.
Fathers and sons in religious conflict.

Reader's Digest Editors. *Atlas of the Bible.* Random, 1981. $20.50. ISBN 0-89577-097-0.
An illustrated guide to the Holy Land.

Siegel, Richard and Carl Rheins. *The Jewish Almanac.* Bantam, 1980. $11.95. ISBN 0-553-01265-7.
Traditions, history, religion, wisdom, achievements.

Singer, Isaac Bashevis. *In My Father's Court.* Farrar, 1966. (paper) $5.95. ISBN 0-374-50592-6.
Remembrances of the author's father, a rabbi in a poor section of Warsaw.

Uris, Leon. *Exodus.* Doubleday, 1958. $19.95. ISBN 0-385-05082-8.
A panoramic novel of the founding of Israel.

Weisel, Eli. *Night.* Bantam, © 1960. $2.95. ISBN 0-553-20807-1.
From the ghetto to the Nazi death camps.

A kit of programming ideas will be mailed to public libraries this summer. You can preview this series at booth 657 ALA Dallas Conference exhibits. For further information, contact the Public Information Office, American Library Association, 50 East Huron Street, Chicago, Illinois 60611.

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DATEBOOK continued from p. 312.

18: *Adv. Online Srchg. for Bus. Info. Specialists* wkshp., Alumnae Ctr., Col. of St. Catherine, St. Paul, Minn. Details: see May 17.

18-19: *Annual Storytelling Wkshp.*, GSLIS, U. Wash., Seattle. Spons., U. Wash./GSLIS. Fee, $35. Info.: B. Tolliver, Dir. of CE, GSLIS, U. Washington, Seattle 98195 (206-543-1889).

19, 21: *Online Srchg. (DIALOG)* course, CLIS, U. Md., College Park. Spons., UM/CLIS. Fee, $110. Info.: J. Diepenbrock, Dir. of Admissions, Hornbake Lib. 4110, CLIS, UM, 20742.

20-23: Amer. Soc. for Info. Sci. mid-yr. conf., Ind. U. campus, Bloomington. Theme, "The Micro Revolution: Implications for the Info. Age." Info.: S. Harter, Conf. Ch., SLIS, IU, 47405 (812-335-5113).

21: *Local Area Netwks.* conf., Washington, D.C. Spons., EDUCOM. Also on June 5 in Chicago, Ill., & on June 25 in Cambridge, Mass. Info.: K. Schaible, EDUCOM, POB 364, Princeton, NJ 08540 (609-734-1549 or 1915).

21-23: *Admin. of Photographic Collec.* wkshp., Palo Alto, Calif. Spons., Soc. of Amer. Archivists. Also on June 11–13. Fee, $50. *Enrollment limited.* Info.: L. Ziemer, SAA, 600 S. Federal, Suite 504, Chicago, IL 60605 (312-922-0140).

21-25: *Oral History & Folklore Sound Collec.* wkshp., CLIS, U. Md., College Park. Spons., UM/CLIS. 1 cr. available. Details: see May 19, 21.

21–June 1: *Art & Museum Lnshp.* seminar, SIS, Syracuse (N.Y.) U. Spons., Syracuse U./SIS. *Enrollment limited to 30.* Info.: C. Notowitz, Off. of the Dean, SIS, Syracuse U., 200 Huntington Hall, 13210 (315-423-2911).

22-24: *Computer-Assisted Instruc.* wkshp., Schl. of Technol., Bowling Green (Ohio) State U. Spons., Bowling Green State U./Schl. of Technol. Info.: J. Jennings, Schl. of Technol., BGSU, 43403 (419-372-2436).

22-25: *Int'l. Conf. on Teleconf. & Interactive Media,* Madison, Wis. In conj. w/Int'l. Teleconf. Assn. annual mtg. Spons., U. Wis.-Ext./Ctr. for Interactive Progs. Info.: Ctr. for Interactive Progs., U. Wis.-Ext., Lowell Hall, 610 Langdon St., Madison 53703 (608-262-4554).

23: *Electronic Mail Systems & Netwks.* conf., Washington, D.C. Spons., EDUCOM. Also on June 6 in Chicago, Ill., & on June 26 in Cambridge, Mass. Info.: see May 21.

23-24: *Making Databases Work* conf., Washington, D.C. Spons., Nat'l. Bureau of Standards; Inst. of Electrical & Electronics Engineers. Info.: Trends & Appl. '84, POB 369, Silver Spring, MD 20901 (301-589-8142).

23-24: Vermont LA; Vermont Ed'l. Media Assn.; Vermont Lib. Trustees Assn. jt. annual conf., Green Mountain Col., Poultney. Info.: A. Howlett, SE Reg'l. Lib., RD 1, Brattleboro 05301 (802-254-2961).

23-25: *Motivating the Acad. Ln. in the Midst of Change: The Administrators' Responsibility* inst., Lexington, Ky. Spons., U. Ky./CLIS. Fee, $190. Info.: S. Miller, Dir., Off. of CE, CLIS, U. Ky., Lexington 40506 (606-257- 8417).

24: *Lrng. from Exp'd. Users of Integrated Lib. Systems* prog., Metro. Wash. (D.C.) Lib. Cncl. Spons., MWLC. Info.: MWLC HQ, 1975 Eye St. NW, Suite 200, 20006 (202-223-6800).

24-26: Nat'l. Genealogical Soc. annual conf., Sheraton-Palace Hotel, San Francisco, Calif. Info: NGS 1984 Conf., c/o Napa Valley Hist Soc., POB 277, Napa 94559-0277.

24-28: Int'l. Communication Assn. annual conf., Hilton Hotel, San Francisco, Calif. Info.: Exec. Dir., ICA, POB 9589, Austin, TX 78766 (512-454-8299).

25-27: Children's Literature Assn. annual conf., U. N.C. campus, Charlotte. Info.: N. Lyon, P.L. of Charlotte & Mecklenburg Co., 310 N. Tryon St., Charlotte 28202.

25-31: Medical LA annual conf., Denver, Colo. Info.: MLA, 919 N. Michigan Ave., Suite 3208, Chicago, IL 60611 (312-266-2456).

28–June 2: Amer. Film Festival, Roosevelt Hotel, New York, N.Y. Spons., Ed'l. Film LA Info.: N. Covert, Festival Dir. or C. Monaghan, Festival Coord., Amer. Film Festival, 45 John St., New York 10038 (212-227-5599).

30-31: *Preserving Women's History: Archivists & Historians Wkg. Together* conf., Smith Col., Northampton, Mass. Cospons., Smith Col./Sophia Smith Collection/Radcliffe Col./Schleslinger Lib. Info.: V. Christenson, Sophia Smith Collection, Smith Col., 01063.

30–June 1: Soc. for Scholarly Publshg. annual mtg., Washington (D.C.) Hilton Hotel.

DATEBOOK continued on p. 314.

ADVERTISEMENTS

RMG Consultants, Inc.
presents

LIBRARY AUTOMATION: A SEMINAR ON THE STATE-OF-THE-ART

Dallas • June 21–22, 1984
Fairmont Hotel
1609 Ross Ave., Dallas, TX 75201

Thursday, June 21, 9 am–5 pm

Planning and Buying Integrated Library Systems

—Alternatives available today
—Structuring planning and procurement processes

Choosing Microcomputers

—Stand-alone applications
—Integrated library system applications

Friday, June 22, 9 am–5 pm

The Online Public-Access Catalog

—Current capabilities and features
—Emerging trends
—Alternatives for microcomputer, minicomputer, and main-frame systems
—Applicability by size and type of library
—Relationship to an integrated library system
—Strategies for bibliographic data conversion

RMG is actively consulting with public, academic, and school libraries throughout the United States, assisting them in automation planning and in the evaluation and purchase of systems. The seminar will give participants the latest information on what is available in the library automation marketplace and how best to acquire it. Presentations will include information resulting from RMG's recent comprehensive evaluation of online public-access catalogs for the chancellor's office of the California State University. Rob McGee, president of RMG, will lead the seminar and present a price/performance analysis of integrated library systems. Dan Iddings, RMG, will discuss data conversion and system implementation. Howard Harris, RMG, and Neal Kaske, RMG and associate professor, Case Western Reserve University, will address the current state of online catalogs. Lawrence Woods, assistant director for automation, University of Notre Dame, will speak about choosing microcomputers and their applications.

INDIVIDUAL REGISTRATION: $100 for one day; $150 for both days.

GROUP DISCOUNT: Registration received in the same envelope for 2 or more persons from the same organization will be $75 per person for the same day, or $120 per person for both days. Call **312-321-0432** for more information.

Registration for RMG Library Automation Seminar in Dallas:

Send registration, with check payable to RMG, to:
RMG Consultants Inc.
P.O. Box 5488
Chicago, IL 60680

Name _____

Organization _____

Address _____

_____

_____

Telephone _____

DATEBOOK continued from p. 313.

Theme, "Organizing for Tomorrow." Info.: SSP Annual Mtg., 2000 Florida Ave. NW, 20009 (202-638-5970).

June

3-7: *Seminar on the Acq. of Latin Amer. Lib. Mat'ls. (SALALM)* annual seminar, Chapel Hill, N.C. Info.: S. Hodgman, Exec. Secy., SALALM Secretariat, Mem'l. Lib., U. Wis., Madison 53706 (608-262-3240).

4-5: Midwest Acad. Lib. conf., Ctrl. Mich. U., Mt. Pleasant. Theme, "Beyond 1984: The Future of Acad. Libs." Info.: B. Macleod, 212 Park Lib., CMU, 48859 (517-774-3244).

4-5: New Hampshire LA annual spring conf., Colby-Sawyer Col., New London. Theme, "A Chance to Grow." Info.: K. Van Weelden, New England Col., Danforth Lib., Henniker 03242.

7-12: Canadian LA annual conf., Constellation Hotel, Toronto, Ont. Theme, "1984 & Beyond: Human Values in the Computer Age." Fee, $110 CLA mem.; $150 nonmem. *Regis. deadline May 30.* Info.: CLA, 151 Sparks St., Ottawa, Ont., K1P 5E3.

9-14: Special LA anniv. conf., New York (N.Y.) Hilton Hotel. Theme, "Info. in the Electronic Revolution." Fee, $125 SLA, Amer. Soc. for Info. Sci., Art Libs. Soc./N. Amer., Amer. Assn. Law Libs. mem.; $145 nonmem. Info.: SLA, 235 Park Ave. S., New York 10003 (212-477-9250).

10-12: Church & Synagogue LA annual conf., DePauw U., Greencastle, Ind. Theme, "Blazing New Trails for Religious Libs.: Hoosier Pioneering." Info.: CSLA, POB 1130, Bryn Mawr, PA 19010 (215-853-2870).

July

9-27: *Asian-Amer. Resource Mat'ls., K-12* course, GSLS, U. Hawaii at Manoa, Honolulu. Spons., UH at Manoa/GSLS. 3 cr. available. *Enrollment limited.* Info.: M. Jackson, GSLS, UH at Manoa, Honolulu 96822.

30–Aug. 2: Int'l. Rdg. Assn. world congress, Shangri La Hotel, Hong Kong. Theme, "Making Connections Through Rdg." Info.: IRA Studytours, c/o Conf. Air Svcs., Inc., 1777 N. Kent St., Suite 502, Arlington, VA 22209.

30–Aug. 3: Int'l. Assn. of Schl. Lnshp. annual conf., Honolulu, Hawaii. Cospons., U. Hawaii/GSLS; et al. Theme, "Schl. Libs./Media Ctrs.: Partners in Ed." Fee, $175. Info.: IASL Hawaii Conf. Coord., Hawaii Assn. of Schl. Lns., Box 23019, Honolulu 96822.

Positions Open continued from p. 311.

graphic support department. Qualifications required: MLS degree from ALA-accredited school; one yr.'s professional cataloging experience in both serials and monographs; experience in using automated cataloging system, preferably OCLC; knowledge of AACR1 and AACR2. Preferred: supervisory experience in copy cataloging environment; knowledge of one foreign language. Salary: $15,700 minimum; excellent fringe benefits. **For full consideration, submit resume and names of 3 references by May 31** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** AA, EOE.

Associate Librarian II/head, EPSL circulation services. Responsible for supervision, maintenance, and development of Engineering and Physical Sciences Library circulation services, including service desk, course reserves, billing and recalls, and stack maintenance; supervision of 3 FTE, plus student assistants; represents EPSL circulation within UMCP library system. Qualifications required: MLS from ALA-accredited school; one yr.'s professional library experience with circulation system, preferably with automated components. Desired: demonstrated organizational abilities and demonstrated effective communication skills with staff and patrons. Salary: $15,700 minimum; excellent fringe benefits. **For full consideration, submit resume and names of 3 references by May 31** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** AA, EOE.

Business/economics reference librarian. Along with 2 other reference librarians, the position is responsible for providing general and in-depth reference service in the Thomas J. Watson Library of Business and Economics. Duties also include performing bibliographic database searches, assisting in bibliographic instruction of students and faculty, conducting orientation lectures and tours for new students and faculty, assisting in the selection of reference material, assisting the librarian in the selection of serials and monographs, compiling bibliographies, conducting subject consultations, coordinating the selection and maintenance of the vertical files, and assisting in planning for the introduction of an online catalog. In addition to an accredited MLS, the requirements are a knowledge of business and economics sources, a working knowledge of bibliographic database searching, knowledge of at least one Western European language, and the abilities to work well with the public and to communicate effectively orally and in writing. Preferential consideration will be given to applicants with previous relevant professional experience. Salary ranges (through June): Librarian I, $18,000–$23,400; Librarian II, $20,000–$26,000. **Deadline for applications is June 15.** Submit resume, listing 3 references and salary requirements, to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.** Interviews will be conducted at the SLA Annual Conference. An equal-opportuntity, affirmative-action employer.

Catalog librarian at Arizona State University, where the ALIS III system is operational for circulation, and the public-access catalog for 400,000 full MARC records will be brought up in 1984. The successful candidate will catalog, classify, and provide subject analysis for monographs in the social sciences or humanities and for monographs and manuscripts in the Arizona, Arizona Historical Foundation, and special collections as well as supervise the paraprofessional(s) engaged in special collections cataloging. Required qualifications: ALA-accredited MLS; minimum of 3 yrs.' post-MLS original cataloging experience in a research library (preferably a large academic library); working knowledge of AACR2, LCSH and LC classification system; experience with OCLC or similar utility and its practice; working knowledge of minimum of 2 Western European languages; academic background and cataloging experience in the social sciences or humanities; good communication and organizational skills. Preferred: demonstrated successful supervisory and training experience and familiarity with special or archival collections cataloging. Salary: from $18,000 dependent on qualifications. **Send letter of application which addresses each of the qualifications listed above, a current resume, and the names, addresses, and telephone numbers of 4 current references by June 30 (postmark accepted)** to: Constance Corey, Assistant University Librarian, **Hayden Library, Arizona State University, Tempe, AZ 85287.** Copies of the complete announcement vacancy may be requested from the same person. ASU is a committed, equal-opportunity, affirmative-action employer. Minorities are encouraged to apply.

Catalog librarian. Librarian II (assistant professor) target level. Responsibilities: interpretation and implementation of AACR2, LCSH, DDC, MARC formats, and LC cataloging practice; assistance in determination of cataloging and catalog maintenance policy and procedures; OCLC cataloging operations including regular and retrospective conversion activities; syndetic structure of the catalog; original cataloging of printed materials; training personnel; some reference duties. Qualifications: master's degree from ALA-accredited program required. 4 yrs.' professional experience in cataloging and a second master's degree in a subject area required for appointment at rank of Librarian II. Competency in a modern Romance language desirable. Salary: dependent on education and experience. Minimum of $18,000 for 9-mo. appointment at rank of Librarian II. Summer conditional upon library needs. **Application deadline: June 8.** Send letter of application, resume, transcripts, and 3 current letters of reference to: James Zink, Director, **Kent Library, Southeast Missouri State University, Cape Girardeau, MO 63701.** An equal-opportunity, M/F, affirmative-action employer.

Catalog librarian. Responsible for cataloging of library materials in all formats: OCLC/AACR2/LC. Managerial, fiscal control of all OCLC procedures, including serials check-in, ILL. Supervision of paraprofessional staff in cataloging and serials. Additional part-time duties in reference and collection development, assigned to specified disciplines. Requirements: ALA-accredited degree in library or information science. Experienced enough to function with complete autonomy. Subject background in social sciences (teacher education) or science/technology desirable, along with knowledge of computer applications in libraries (other than OCLC). Minimum salary in the upper teens, depending on qualifications. 12-mo. contract. Send resume to: Theresa Taborsky, Director, **Wolfgram Memorial Library, Widener University, Chester, PA 19013.** An affirmative-action, equal-opportunity employer.

Catalog librarian. The University of Arizona Library is seeking a professional librarian to be responsible for the monographic cataloging of literature in French, German, and English languages. Related activities such as staffing a catalog information desk will also be assigned. This position reports to the head catalog librarian. The University of Arizona Library is a large academic research library with more than 2 million volumes and more than 4 million holdings in the main library system. The catalog department is one of 4 departments within the technical services division, employing 11 professional catalogers and 44 career staff. Requirements include: an ALA-accredited degree; working knowledge of AACR2; experience with LC classification and the LCSH; experience with OCLC or a similar utility; knowledge of French and German. Previous cataloging experience is preferred. The beginning professional salary is $16,500; a higher salary can be negotiated depending upon qualifications and experience. Professional librarians at the University of Arizona are academic professionals and voting members of the faculty, have 12-mo. appointments with 22 days' vacation and 12 days' sick leave and 10 holidays annually. Position is available July 1. **Deadline for application is June 15.** Send letter of application, resume, and the names of 3 referees to: W. David Laird, **University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an EOE, AA employer.

Catalog librarian, West Virginia University. Primary duty is original cataloging of monographs in a broad range of subjects. Will also serve as first assistant to the department head and will be responsible for the department in the absence of the head. The department has a staff of 11+ student assistants. The position requires the MLS from an ALA-accredited school and a minimum of 3 yrs. of professional cataloging experience. Facility with 2 foreign languages desirable. Starting salary: $19,356. Good fringe benefits. Apply to: Dean, **Library Services, West Virginia University, Morgantown, WV 26506.** An equal-opportunity, affirmative-action employer.

Cataloger: Northwestern University Library. Performs original and complex copy cataloging of monographs, including descriptive and subject cataloging, classification and authority work, using AACR2, LCSH, DDC 19, and the MARC bibliographic and authorities formats. Works cataloged may be on any subject, and in a variety of languages. Cataloging and authority work are performed on Northwestern's NOTIS (Northwestern Online Total Integrated System) library automation system, for inclusion in the union online catalog, and forwarding to the RLIN database. Some authority work may be performed for the Library of Congress's Name Authority Cooperative (NACO) program. Qualifications: MLS from an ALA-accredited library school, working knowledge of one or more foreign languages, preferably including German or a Romance language. Experience in library technical services, using an automated system, preferred. Salary: $16,000–$18,000. **Applications received by May 31 will be considered.** Send application and resume, including names of 3 references, to: Lance Query, Director of Library Research, Analysis, and Personnel, **Northwestern University Library, Evanston, IL 60201.** An EEO, AA employer.

Cataloger. Responsible for original cataloging and tagging of book and serial materials in assigned areas including sciences, technology, and social sciences. Requirements: ALA-accredited MLS; minimum one yr.'s professional cataloging experience; reading knowledge of one foreign language; working knowledge of AACR1/2, LC classification and LCSH; OCLC experience; prefer science/technology background or experience cataloging science/technology materials; ability to work well with others. Salary minimum: $18,000. Assistant professor rank. 12-mo., tenure-track appointment. Position begins July 1. **Application deadline: May 30.** Send resume and 3 letters of reference to: Gail J. Junion, Coordinator, **Cataloging Dept., Jerome Library, Bowling Green State University, Bowling Green, OH 43403.** An equal-opportunity, affirmative-action employer.

Cataloger, serials. Primary responsibilities include original as well as copy cataloging of serials (using LC or RLIN member copy) in English and European languages (other than those which use non-Roman alphabets) for humanities, history, and sciences. The incumbent will also be responsible for original cataloging of serial analytics. In addition to an accredited

Director of Milton R. Merrill Library and Learning Resources Center

Utah State University

Utah State University invites applications for the position of director of the Milton R. Merrill Library and Learning Resources Center. The successful candidate will direct the development, operations, and services of the library and learning resources center. Provide leadership in developing the policies and procedures to fully support university instruction, research, and extension goals. Provide assistance for future planning in information technology as it relates to campus communication, and solicit extramural funding to supplement state appropriations.

Qualifications include a terminal (doctorate) degree which may be in a discipline other than library and information science; and university administrative experience, innovation, and leadership in the conception and management of academic and academic-support programs must be evident. Ability to communicate and work with, and to maintain the confidence of, faculty, administration, and students. Knowledge of principles and practices of management, planning and budgeting, record of scholarly research, and/or creative activity and knowledge of the fields of library, information management, and learning resources including future directions and trends are required. Salary range $30,000–$60,000, depending upon qualifications. **Application deadline: May 15** or until a suitable applicant is identified. Position available July 1. Letters of inquiry may be addressed to the Search and Screening Committee at the address below. **A letter of application including a professional vita and names of 3 persons who may be contacted for appropriate professional and personal information must be received by May 15.**

Contact:

Bartell C. Jensen, Chair
Search and Screening Committee
UMC 14
Utah State University
Logan, UT 84322

An affirmative-action, equal-opportunity employer

Associate Director for Public Services

University of Michigan Library

General administrative position, reporting to the director, responsible for the development of and evaluation of public services activities for 31 service units with 10 department heads reporting directly. Incumbent is responsible for policy development, evaluation, and planning for public services, divisional communication, faculty relations, resource allocation, and personnel actions, and other administrative activity which maintains and enhances the provision of library services to the university community. Participates in administrative decision making for the library organization as a whole and, in the absence of the director, is in charge of the library.

Qualifications: substantial management and administrative experience in a research library with an emphasis on public services. Demonstrated success in oral and written communication, analytical, budgeting, and planning activities. Knowledge and understanding of research library organization and interrelationship of divisions and a sound grasp of issues and trends facing research libraries. Knowledge of and experience with library automation. Proven leadership ability with staff and in the profession.

Minimum salary of $55,000. **Applications received by June 30 will be given first consideration.** Apply to:

Library Personnel Office
404 Hatcher Graduate Library
University of Michigan
Ann Arbor, MI 48109

The University of Michigan is a nondiscriminatory, affirmative-action employer.

MLS, requirements are: working knowledge of modern European languages, including German; a broad subject background, with some strength in the humanities, history, and the pure sciences; an aptitude for analytical and detail work; and a working knowledge of automated cataloging systems as demonstrated through previous relevant experience and/or superior performance in formal courses in cataloging and automation. Salary ranges (through June): Librarian I, $18,000–$23,400; Librarian II, $20,000–$26,000. **Deadline for applications is June 8.** Submit resume, listing 3 references and salary requirements, to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

Cataloger, Tozzer Library. Catalogs monographs (including rare books), serials, and manuscripts in the field of anthropology. Over half of the cataloging is original cataloging and serials cataloging. Duties include supervision of support and student staff, assisting in establishing and revising anthropological subject headings, participation in library publication projects, catalog maintenance, and other related duties. The Tozzer Library currently numbers 152,000 volumes in the fields of archaeology, biological and cultural anthropology. It is an administrative unit of the Harvard College Library which consists of 9 library units serving the Faculty of Arts and Sciences. Qualifications: MLS; experience with OCLC, original cataloging, and AACR2; reading knowledge of at least 2 European languages; academic background in anthropology or willingness to study anthropology; supervisory experience desirable. As one of 2 catalogers in a research library, initiative and ability to work independently are required. Rank dependent on qualifications: Librarian I, $16,800 minimum; Librarian II, $19,950 minimum. Good benefits package. Resumes to: Karen N. McFarlan, University Personnel Librarian, **Harvard University Library, Cambridge, MA 02138.** An equal-opportunity, affirmative-action employer.

Chemistry librarian, University of Michigan Library. Under general supervision of the physical sciences librarian, manages the Chemistry Library; handles the continuing development of a collection of 50,000 vols.; performs online bibliographic database searches, including chemical substructure searches; answers reference questions; hires, trains, and supervises the support staff of the library; maintains liaison with Dept. of Chemistry faculty; provides bibliographic instruction and assistance for chemistry students and staff; performs related duties as assigned. Qualifications required: accredited MLS; undergraduate degree in the pure sciences, including several courses in chemistry; formal training or experience in bibliographic database searching, demonstrated managerial ability and interpersonal skills, previous library experience for which advanced training in chemistry may be substituted in part. Desirable: undergraduate degree in chemistry; reading knowledge of German and Russian; some knowledge of computer operations. Salary dependent on directly relevant experience with a minimum of $18,000. **Applications received by June 15 will be given first consideration.** Apply to: **Library Personnel Office, 404 Hatcher Graduate Library, University of Michigan, Ann Arbor, MI 48109.** The University of Michigan is a nondiscriminatory, affirmative-action employer.

Collection development librarian. A new position charged with developing and implementing policies, procedures, and priorities for overall collection development. Responsible for recommending and coordinating quantitative and qualitative evaluations of the monograph, periodical, serial, and nonprint collections. Performs liaison activities with the Library Friends and academic departments. Supervises the collection analysis division which has responsibility for university archives, gifts, deselection, and preservation. Required: an ALA-accredited MLS and at least 2 yrs.' professional experience in the practice of collection analysis or collection development. Demonstrated excellence in analytic and written skills. Preferred: knowledge of the literature of collection development, supervisory experience in academic libraries, background in the OCLC acquisitions subsystem, and familiarity with microcomputers for word processing and database management. Salary range: mid-to-upper teens. Faculty status, tenure-track, TIAA/CREF. Interviews at ALA in Dallas. **Closing date June 30.** Send application, resume, transcripts, and 3 current letters of reference to: John Reidelbach, Chair, Collection Development, **University Library, University of Nebraska at Omaha, Omaha, NE 68182-0237; 402-554-2846.**

Director, learning resources center needed to plan audiovisual programs and administer to library print, film, and other audiovisual materials. Assist students and faculty in selection of materials. Advise other library personnel on audiovisual materials and appropriate selection. Evaluate materials considering their technical, informational, and aesthetic qualities and select material for library collections. Teach courses for the instructional resources department. Train and supervise personnel. Requires double master's degree in library science and educational training and one yr.'s experience in job offered or one yr.'s teaching or related library science experience. Must have previous experience in a public school as a teacher and/or library media specialist. Must have knowledge of computer and information science. Must have research and evaluation skills. 40-hr. workweek. $15,000 per yr. Apply at the: **Arkansas Employment Security Division, 2346 W. 6th St., Fayetteville, AR 72702-1205; 501-521-5730;** or send resume to: **Employment Security Division, POB 2981, Little Rock, AR 72203; Job Order #087316.** Ad paid by equal-employment-opportunity employer.

Fine arts-humanities cataloger. Position to be filled between June 15 and July 20. Performs original cataloging in subject areas represented by Library of Congress classifications M, N, and P, and in other subject areas as required. Reviews and updates OCLC contributed cataloging. Participates actively in the formation of department policies and procedures. ALA-accredited MLS is required. An additional graduate degree in music is desired and is expected for tenure. Also desirable are knowledge of cataloging, the use of OCLC, AACR2, and the LC classification schedules. Starting salary $17,500–$22,000 depending upon qualifications. Tenure-eligible. TIAA/CREF. Blue Cross–Blue Shield or HMO. 22 days' annual leave. **Send letter of application and resume by June 15** to: Alexander T. Birrell, Chair, Search Committee, **Box 68, Wichita State University, Wichita, KS 67208.** Finalists will be invited for expense-paid interview. Wichita State University is an affirmative-action, equal-opportunity employer.

Government documents librarian: University of Nevada, Las Vegas. Duties: coordinating the documents reference service; performing library orientation/instruction and online searching; collection development, acquisitions, and bibliographic control for federal, state, local, and international documents; supervising 2 classified staff and several student assistants; developing goals and objectives for the government documents collection; producing bibliographic guides and participating in evening and weekend rotation for general reference desk duty. Requirements: ALA-accredited MLS; 3 yrs.' academic library experience (2 of which must be in documents collection); demonstrated supervisory, planning, and communication skills; knowledge of federal- and international-organization documents and general reference sources, and the ability to relate harmoniously with users and staff. Understanding of online searching and an advanced subject degree are desirable. Minimum salary: $21,000. Tenure-track, faculty status, 12-mo. appointment, 24 days' vacation, fringe benefits. **Send letter of application, resume, and names of 3 references by May 31** to: Mary Dale Palsson, Director of Libraries, **University of Nevada/Las Vegas, 4505 Maryland Parkway, Las Vegas, NV 89154.** The University of Nevada/Las Vegas is an equal-opportunity, affirmative-action, Title IX, 504, 402 employer.

Head, access/circulation services, John M. Olin Research Library. Duties and responsibilities: Cornell University is seeking an outstanding librarian as head of access/circulation services for its John M. Olin Research Library. As the largest unit of the Cornell University Libraries, Olin Library houses more than 2.5 million volumes and serves primarily faculty and graduate students in the humanities and social sci-

Project Librarian
Harvard College Library

Reporting to the associate librarian of Harvard College, the project librarian will plan and manage a 2-yr. project to survey, collect information, and catalog over 7,500 manuscript and archival collections located in more than 50 repositories at Harvard University and Radcliffe College.

The project librarian will be responsible for hiring, training, and supervising a staff of 5. In coordination with the University Planning Committee, he/she will devise a survey form and develop a schedule for the 2-yr. project. Other responsibilities include working with the Systems Office to develop procedures and a format for entering the descriptions and cataloging into machine-readable form, editing collection descriptions and planning for a series of printed index guides, compiling survey information and issuing reports on preservation needs and cataloging in each repository, and planning and coordinating the distribution of Harvard's manuscript cataloging to national utilities and databases. The project librarian is also responsible for explaining and publicizing the project and its various products to the Harvard community, as well as other users.

QUALIFICATIONS: MLS or equivalent experience; at least 4 yrs.' significant archival, manuscript, and/or research library experience; proven managerial and communication skills; and good knowledge of the MARC manuscript format required. Graduate degree in history or humanities desirable. The ability to work in a decentralized system with the cooperation and support of a diverse group of archivists, curators, and librarians will be important to success of this project. Salary negotiable depending on qualifications, with minimum of $20,600. Good benefits package.

Resumes to: **Karen N. McFarlan, University Personnel Librarian, Harvard University Library, Cambridge, MA 02138.**

An equal-opportunity, affirmative-action employer

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ences. The head of Olin access/circulation services administers one of the largest departments in the Cornell system (24 FTE support staff and 18 FTE student assistants) and is expected to play a major role in development of the campuswide integrated library information system recently initiated with a $1.5 million grant from the J. N. Pew Trust. In addition to circulation, stack maintenance, and security, the department's responsibilities include management of a current periodicals collection, a rapidly developing preservation program, and the operation of Cornell's Annex Library. The department head, who reports to the Olin librarian, is expected to administer and publicize policies affecting physical access to the collections, to assemble and analyze statistical data reflecting use and growth of the collections, and to work closely with collection development personnel in developing effective collection management programs for Olin Library. The department head also serves as a central liaison with other library departments and with patrons. He/she is responsible for integrating the department's services with other information services provided within the Cornell University library system and must establish effective working relationships with faculty and students as well as library colleagues. Qualifications: 5th-yr. degree from an accredited library school plus 6 yrs.' experience in academic libraries, including active participation in public service functions and demonstrated managerial capability. Experience with library automation as applied to public services is essential, as is familiarity with preservation and collection management procedures in large research libraries. Evidence of initiative, leadership, and increasing supervisory responsibility are required. Candidate must have capacity to work effectively in an unusually complex organization and have demonstrated ability to motivate and direct highly diverse staff in providing effective user-oriented service. Preference will be given to candidates with knowledge of the information requirements of faculty and graduate students and familiarity with access/circulation procedures. Available date: July 1. **Closing date: June 1.** Salary: $23,500 plus, depending on qualifications and experience. Submit cover letter and resume listing at least 3 references to: Carolyn A. Pyhtila, Personnel Director, **235 Olin Library, Cornell University, Ithaca, NY 14853.** Cornell University is an equal-opportunity, affirmative-action employer.

Head, Architecture and Environmental Design Library at Arizona State University, where special collections include material on Paolo Soleri and Frank Lloyd Wright. The library is located within the college of the same name and is staffed by one professional (the head), one paraprofessional, and student assistants. The librarian reports to the associate university librarian for public services and is responsible for management of the branch, collection development, reference and research assistance, bibliographic instruction, and liaison with the college and the main library. Required qualifications: ALA-accredited MLS; at least 2 yrs.' public service experience in an academic or research library; demonstrated managerial, communication, and interpersonal skills; subject expertise in one or more of the fields of architecture, interior design, landscape architecture, urban design, and city planning. Preferred: administrative experience in a branch, unit, or department, preferably in an academic library. Salary: dependent on qualifications and experience ($21,000 minimum). **Send letter of application which addresses each of the qualifications listed above, a current resume, and the names, addresses, and telephone numbers of 4 recent references by May 31 (postmark accepted)** to: Constance Corey, Assistant University Librarian, **Hayden Library, Arizona State University, Tempe, AZ 85287.** Copies of the complete announcement of vacancy may be requested from same person. ASU is a committed, equal-opportunity, affirmative-action employer. Minorities are encouraged to apply.

Head, Chemistry Library (reannouncement). A 12-mo., tenure-track position at assistant librarian rank. Equivalent faculty status including participation in faculty governance. Salary dependent on qualifications and experience (minimum $20,000). Excellent benefits provide 1.75 days' vacation/one day sick leave per mo., retirement system, optional life and health insurance. Responsible to the associate director for the administration of the Chemistry Library, a branch library containing approx. 40,000 vols. in chemistry, biochemistry, and chem. engineering. Responsible for all aspects of service and development of the Chemistry Library, online searches, bibliographic instruction, and supervision of a part-time library assistant, 2 graduate assistants, and student assistants. Requires an ALA-accredited MLS degree. Preference given to candidates with degrees in chemistry or related science subjects or equivalent experience in science libraries; experience with online database searching and library instruction highly desirable. **Apply by June 30** to: Lance E. Dickson, Acting Director, **Middleton Library, Louisiana State University, Baton Rouge, LA 70803-3300.** LSU is an equal-opportunity university.

Head, Graduate Library, University of Michigan Libraries. This position, reporting to the associate director for public services, is responsible for the coordination of the following public service units in the Graduate Library: circulation, reference, government documents, document delivery (including interlibrary loan), area programs, and the Library Science Library. The head of the Graduate Library will coordinate activities and communication among Graduate Library public services units as well as with other divisional libraries, be a primary liaison with faculty, and have coordinating responsibilities for collection development, and for the management activities for Graduate Library public services. Qualifications: managerial experience in a research library with demonstrated success in the areas of oral and written communication and analytical, budgeting, and planning activities. Strong collection development experience. Knowledge and experience with automation and a good grasp of issues and trends facing research libraries. Demonstrated success in working with faculty. ALA-accredited MLS required and an advanced degree in the humanities or social sciences desirable. Minimum salary of $35,000. **Applications received by June 30 will be given first consideration.** Apply to: **Library Personnel Office, 404 Hatcher Graduate Library, University of Michigan, Ann Arbor, MI 48109.** The University of Michigan is a nondiscriminatory, affirmative-action employer.

Head of bibliographic instruction services. Faculty, tenure-track position available in the university library. The head of BI services, a new position at the university library, coordinates the activities of librarians active in instruction; guides the development of the university library BI program; and reports to the director of libraries. Responsibilities include the examination of programs at other institutions, the application of computer technology and AVs in BI, and the recommendation of a multiyear, phased development for the library's BI program. Required: ALA-accredited MLS; 5 yrs.' relevant library experience; second subject MA or PhD preferred; demonstrated leadership and supervisory skills. Appointment at assistant librarian rank or above (equivalent to assistant professor). Minimum salary $18,500, depending on education and experience. USA Libraries are a member of SOLINET/OCLC, and operate NOTIS, an integrated library system with a full online catalog. Benefits include: 20 days' vacation, university-subsidized insurance, state retirement, TIAA/CREF option. **Submit resume and names of 3 references by June 1** to: Patricia G. Ramage, Chair, University Library Search Committee, Library Administration, **The University of South Alabama, Mobile, AL 36688.** An equal-opportunity, affirmative-action employer.

Head of serials department, University of California, Irvine. Appointment at associate or librarian rank depending on qualifications. Associate salary range $22,776–$32,796. Librarian salary range $30,612–$42,444. Cost of benefits equal to approximately 40 percent of salary. Benefits include 24 vacation days and 12 sick leave days per year, retirement plan coordinated with Social Security, reductions in incidental fees, and a variety of group life, medical, and dental insurance plans. Responsibilities: organize and administer department of 3 librarians and 14.5 FTE support staff with a subscription list of approximately 11,000 active titles. Supervise departmental bibliographic searching, ordering, cataloging, records, receipt, payment, binding of serials, and the collections in current periodicals room and microform room. Select, train, and evaluate staff employees. Initiate reviews for 3 librarians. Primary responsibility for conversion of serials records to online technical processing system (ORION) and online operation of processing functions. Acts as library liaison with systemwide office for library automated serials functions. Serves as member of Council of Department Heads. Qualifications: graduate degree in library science. Demonstrated skills and knowledge in serials work in an academic library, with increasing levels of responsibility. General knowledge of publishing, acquisitions, records control, cataloging, and binding of serial publications. Demonstrated administrative skills in planning, organizing workflow, and setting priorities, showing good judgement and flexibility. Demonstrated ability to work effectively with people at all levels. Good understanding of interrelatedness of all library operations. Demonstrated ability to relate to overall library goals, to work toward established goals and objectives, to gather and analyze data, and to prepare reports. Strong oral and written communications skills. Familiarity with OCLC or the equivalent, with MARC serials format, and with automated serials control. Evidence of university service, research, or participation in professional associations. Desirable are familiarity with one or more European languages and second master's degree. **Deadline for receipt of letters is June 1.** This is an extension of an April 1 deadline. Candidates who have already responded will remain under consideration. Send letter, resume, telephone numbers, and names and addresses of at least 3 referees to: Michael J. MacInnes, Acting AUL for Personnel Services, **Main Library, UC/Irvine, POB 19557, Irvine, CA 92713; 714-856-7115.** An affirmative-action, equal-opportunity employer.

Head of technical services. Primary responsibilities: automated procedures, coordination of cataloging, acquisitions, and serials as well as planning for online catalog and circulation systems. Purchasing and fiscal control of materials budget. Additional duties: part-time reference, some nights and weekends. Collection development in specified subject areas, faculty liaison. Participate in long-range planning, use studies, and other specific projects. Requirements: ALA-accredited library degree. Additional graduate degree (or extensive experience) in computer science and/or administration. Familiarity with academic library issues essential. 12-mo. contract. Salary: minimum $20,000, depending on qualifications. Send resume to: Theresa Taborsky, Director, **Wolfgram Memorial Library, Widener University, Chester, PA 19013.** An affirmative-action, equal-opportunity employer.

History and political science cataloger. Position to be filled between June 15 and July 20. Performs original cataloging in history and political science and in other subject areas as required. Reviews and updates OCLC contributed cataloging. Participates actively in the formation of department policies and procedures. ALA-accredited MLS required. An additional graduate degree in history, political science, or a related field is desired and is expected for tenure. Also desired are knowledge of cataloging, the use of OCLC, AACR2, and the LC classification schedules. Starting salary $17,500–$22,000 for 12 mos., depending upon qualifications. Tenure-eligible, TIAA/CREF, Blue Cross–Blue Shield or HMO. 22 days' annual leave. **Send letter of application and resume by June 15** to: Alexander T. Birrell, Chair, Search Committee, **Box 68, Wichita State University, Wichita, KS 67208.** Finalists will be invited for an expense-paid interview. Wichita State University is an affirmative-action, equal-opportunity employer.

History and social sciences bibliographer (temporary appointment, Sept. 1, 1984–Aug. 31, 1985).

Responsible for selection of material to support instruction and research in history, economics, geography, and psychology. Responsible for collection evaluation and weeding in the above fields and for acquisition-fund budget management ($163,000 in 1983/84). Also responsible for specialized bibliographic instruction or other teaching. Qualifications: MLS from an ALA-accredited library school; advanced degree(s) in one of the selection areas; commitment to bibliographic instruction or research, preferably to both; strong communication skills. Salary: $16,000–$17,000. **Send application and resume, including names of 3 references, by May 31** to: Lance Query, Director of Library Research, Analysis, and Personnel, **Northwestern University Library, Evanston, IL 60201.** An EEO, AA employer.

Humanities librarian. Position to be filled between July 1 and Aug. 17. Assists users directly at a central reference desk, takes part in library instruction and collection development programs, provides computer searches, and serves as liaison with the faculties of English, foreign languages, and related disciplines. The successful candidate will be service-oriented, able to work effectively with both students and faculty, and committed to promoting library services and collections to the academic community. An ALA-accredited MLS is required. A second graduate degree in a relevant field, preferably in English language and literature, is desired and is expected for tenure. Salary and benefits: starting salary $17,000–$22,000 for 12-mo. appointment, depending on experience and qualifications. Successful candidate will be eligible for tenure review. TIAA/CREF, Blue Cross–Blue Shield or HMO. **Send letter of application and resume by June 15** to: Stephen K. Stoan, Head of Reference, **Box 68, Wichita State University, Wichita, KS 67208.** Finalists will be invited for an expense-paid interview. Wichita State University is an urban institution with an enrollment of 17,000. Librarians at WSU enjoy faculty rank, privileges, and responsibilities. Wichita State University is an affirmative-action, equal-opportunity employer.

Librarian for small engineering college. All library skills. MLS from ALA-accredited school. College library experience. Minimum salary $20,000. 12-mo. contract with one mo.'s vacation. **Send resume and names of 3 references by May 31** to: President, **Webb Institute of Naval Architecture, Crescent Beach Rd., Glen Cove, NY 11542.** EEO, AAE.

Librarian I/systems librarian. Assists with planning, training, and implementation of university's Library Information Management System; oversees software debugging/upgrading process and associated training. Qualifications required: MLS from ALA-accredited program; minimum of 3 yrs.' professional library experience in public services capacity; familiarity with automated techniques in circulation and reference; coursework in computer and/or information science. Preferred: familiarity with OCLC cataloging, MARC, authority control. Salary: $21,000 minimum; excellent fringe benefits. **For full consideration, submit resume and names of 3 references by May 31** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** AA, EOE.

Library cataloger: University of Wisconsin Centers, library processing center. Duties: catalogs print and nonprint materials for 13 2-yr. centers. Advises center librarians on cataloging matters. Interacts with center librarians on UWC library issues, particularly automation. Requirements: ALA-accredited MLS, 2 yrs.' cataloging experience utilizing AACR2, LCSH and LC classification, OCLC experience preferred, demonstrated interest in library automation. Salary: $17,000–$18,000 depending upon qualifications. **Closing date: May 30.** Starting date: July 1. Send letter of application, resume, transcripts, and 3 current letters of reference to: Paul G. Koch, Director, **UW Centers, Library Processing Center, University Dr., Fond du Lac, WI 54935.** An EO, AA employer.

Manuscript librarian. The University of Utah, Marriott Library, is looking for someone to manage their collection of 800 manuscripts related to Utah and the Intermountain West and to supervise a staff of 6. Responsible for accessioning, processing, and classifying manuscript materials following general manuscript and archival principles. Required: MLS from an ALA-accredited library school, master's degree in history of the American West, and 2 yrs. of directly applicable manuscripts or archives experience. Preferred qualifications include knowledge of Utah history, supervisory experience, and demonstrated public relations, writing, and verbal skills. Salary $18,000+, depending on qualifications. **Send resume, a cover letter, and 3 references or a placement bureau address no later than May 30** to: Janeal Cooper, **328 Marriott Library, University of Utah, Salt Lake City, UT 84112.** The University of Utah is an equal-opportunity, affirmative-action employer.

University of Washington Libraries
Associate Director of Libraries, Public Services

The associate director of libraries, public services, reports to the director of libraries and is responsible for the policy and program development and for the overall administration of operations and personnel matters in the Suzzallo Library public service units (archives and manuscripts division; circulation division; government publications division; reference division, including curriculum materials, microforms-newspapers, computer-based reference services; special collections division, including Pacific Northwest collection, rare books collection); for the close coordination of those branch libraries, the Undergraduate Library, and the Health Sciences Library to form a consistent, uniform set of policies for public services in the libraries; for coordination with bibliographic control; for contributing to the administration and management of the libraries.

Qualifications: a degree in librarianship from an ALA-accredited school of librarianship required. At least 10 yrs. of library experience with 8 in an academic research library in progressively important administrative positions in public services or other applicable areas. Knowledge of current public service issues and problems on the national level as well as those specific to academic libraries. Demonstrated knowledge of library administration and management techniques; record of successful accomplishment in management and/or administrative positions; understanding of service needs of an academic community; energy and creativity to actively pursue solutions to current public service problems in academic libraries; ability to foster cooperative attitudes within the group of units managed and between those units and units managed by other members of the director's staff; ability to conduct studies falling within the scope of this position. Superior communication skills are required.

Salary: $40,000 minimum, commensurate with qualifications and experience. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan.

To ensure consideration, applications must be received no later than 5:00 pm, Thursday, May 31. Send letter of application, resume, names of 4 references, and salary requirements to: **Charles E. Chamberlin, Head, Personnel and Administrative Services, University of Washington Libraries, FM-25, Seattle, WA 98195.**

AA, EOE

Orientation/instruction librarian, University of Nevada, Las Vegas. Duties: planning, developing, coordinating, and evaluating the orientation/instruction program, preparing library guides and audiovisual instruction aids, coordinating new staff orientation, teaching College of Education library science courses, and participating in general reference desk duty and database searching. Requirements: ALA-accredited MLS; 2 yrs.' academic library experience; demonstrated planning and communication skills; knowledge of reference sources; experience in library instruction; and ability to relate harmoniously with users and staff. Understanding of online searching and an advanced degree in a subject area are desirable. Minimum salary: $19,000. Tenure-track, faculty status, 12-mo. appointment, 24 days' vacation, fringe benefits. **Send letter of application, resume, and names of 3 references by May 31** to: Mary Dale Palsson, Director of Libraries, **University of Nevada/Las Vegas, 4505 Maryland Parkway, Las Vegas, NV 89154.** The University of Nevada/Las Vegas is an equal-opportunity, affirmative-action, Title IX, 504, 402 employer.

Reclassification librarian to oversee the recataloging of the collection including reclassification and conversion to AACR2 in machine-readable form. Applicant must have major interest in technical services and an excellent knowledge of MARC formats and LC classification. **Entry-level** position for one yr. with excellent chances for renewal. MLS required. Salary $14,000 minimum. Available summer 1984. Send letter of application, resume, and the names of 3 references to: Sandra Heinemann, Catalog Librarian, **Hampden-Sydney College, Hampden-Sydney, VA 23943.** EOE, AA.

Reference librarian for small liberal arts college library. Responsibilities include supervision of all public services in the library, including interlibrary loan, government documents, library instruction, stack maintenance, and circulation. MLS required, additional advanced degree preferred. Previous experience helpful, but not necessary. Salary $17,000 minimum. Available summer 1984. Send letter of application, resume, and the names of 3 references to: John Ryland, Librarian, **Hampden-Sydney College, Hampden-Sydney, VA 23943.** EOE, AA.

Reference librarian. Primary responsibilities are traditional reference service to students and faculty, liaison for specified disciplines. Some weekend and night duty. Participate in all library projects; e.g., evaluation of collection and services, planning, etc. Reports to head of reference services. Requirements: ALA-accredited degree in library or information sciences. Familiarity with computer applications, subject background in social sciences (teacher education), or sciences is desirable. Salary: minimum $14,000, depending on qualifications. 12-mo. contract. Send resume, placement file or 3 letters of reference, and transcript for recent graduates, to: Theresa Taborsky, Director, **Wolfgram Memorial Library, Widener University, Chester, PA 19013.** An affirmative-action, equal-opportunity employer.

Reference librarian. This position reports to the head of the reference dept. Duties include profiling and conducting computer searches, training computer literature searchers, promoting and publicizing computer searching, reference service, and bibliographic instruction. Some night or weekend work is part of the normal schedule. Requirements: a degree from an accredited library school. An undergraduate degree in the social sciences or humanities. Preferences: professional reference experience. Experience in computer literature searching. Experience doing group instruction. This is a 12-mo. appointment with faculty rank and perquisites including TIAA/CREF and liberal annual and sick leave benefits. The salary range is $18,000–$25,000. Include with letter of application a resume and the names of 3 references, their current titles, addresses, and telephone numbers. **Apply by June 15** to: Benedict LoBue, Chair, Reference Search Committee, **University Libraries, Campus Box 184, University of Colorado, Boulder, CO 80309.** The libraries endorse the concepts of affirmative-action and encourage minorities and women to apply and voluntarily identify themselves. The University of Colorado is an affirmative-action, equal-opportunity employer.

Science-engineering reference librarian. The University of Arizona Library is seeking a professional librarian to provide reference, online searching, and bibliographic instruction services in its Science-Engineering Library. Additional responsibilities include collection development, faculty liaison work, and the possibility of coordinating one or more service activities within the Science-Engineering Library. A separate branch of the university library, the Science-Engineering Library occupies a 5-story building in the center of campus and houses a collection of 350,000 vols. and over one million microforms, covering all fields of the pure and applied sciences, except clinical medicine. Required: ALA-accredited degree; either an academic background in sciences, or public service experience in an academic science library or special library; good communication in interpersonal skills. Preferred: educational background or library experience in the life sciences and chemistry, online searching and bibliographic instruction experience. Desired: working knowledge of Spanish, German, or Russian. Position available July 15. Minimum salary is $16,500; higher salary is negotiable depending upon qualifications and experience. Librarians at the University of Arizona have 12-mo. appointments, are voting members of the faculty, have 22 days' vacation and 12 days' sick leave. Usual fringe benefits available. **Application deadline: June 15.** Send resume, including list of 3 references, to: W. David Laird, University Librarian, **University of Arizona Library, Tucson, AZ 85721.** An equal-opportunity, affirmative-action, Title IX, Section 504 employer.

Science librarian. Position to be filled between May 15 and Aug. 15. Assists user directly at a central reference desk, takes part in the library instruction and collection development programs, provides computer searches, and serves as liaison with the faculties of engineering, computer science, mathematics, physics, chemistry, and geology. Qualifications: the successful candidate will be service-oriented, able to

work effectively with both students and faculty, and committed to promoting library services and collections to the academic community. An ALA-accredited MLS is required. Undergraduate degree in the sciences required, but will consider candidates with library experiences in the sciences. A second graduate degree in a relevant field is desired and is expected for tenure. Salary and benefits: starting salary $17,000–$25,000 for 12-mo. appointment, depending on experience and qualifications. Successful candidate will be eligible for tenure review. TIAA/CREF, Blue Cross–Blue Shield or HMO. **Send letter of application and resume by May 15** to: Marilyn Myers, Coordinator of Collection Development, **Box 68, Wichita State University, Wichita, KS 67208.** If position is not filled, applications will be accepted until July 1. Finalists will be invited for an expense-paid interview. Wichita State University is an affirmative-action, equal-opportunity employer.

Senior science cataloging specialist, University of Michigan Library. Performs original, descriptive, and subject cataloging of science monographs and subject analysis and classification for monographs, which have been descriptively cataloged by other staff. Resolve complicated catalog problems; train other staff; serve as liaison between the monographic cataloging division and the Divisional Science Library; and participate in various projects and studies. Required qualifications: accredited MLS. Previous cataloging experience in a large academic library, knowledge of AACR2, LC subject headings and classification, experience using computerized bibliographic utilities such as RLIN, OCLC. Demonstrated interpersonal skills and working knowledge of French. Desired: academic background in the sciences and previous experience as a cataloging trainer. Salary dependent on directly relevant experience with a minimum of $18,000. **Applications received by June 15 will be given first consideration.** Apply to: **Library Personnel Office, 404 Hatcher Graduate Library, University of Michigan, Ann Arbor, MI 48109.** The University of Michigan is a nondiscriminatory, affirmative-action employer.

Social sciences bibliographer. Serves as bibliographer for sociology, psychology, and other social sciences to be determined. Responsible for collection development, management and evaluation of those collections. Serves as liaison with corresponding academic departments and provides in-depth bibliographic instruction for them. Scheduled for selected hrs. of reference and/or computer search services. Also acts as campus official representative for Inter-university Consortium for Political and Social Research; may be asked to expand library involvement with nonbibliographic databases, coordinating library activities with campus research and computing centers. Reports to head, collection development. Library faculty at SUNYA are expected to fulfill faculty obligations in the areas of contributions to the advancement of the profession and university service as well as specific library assignment. Qualifications: MLS from an ALA-accredited library school. Graduate degree or equivalent in social sciences. Ability to communicate effectively with students, faculty, and library staff. Salary & rank: commensurate with education and experience; salary from $16,500 depending on qualifications. **Inquiries should be received by May 31.** Send letter of application, current resume, names and addresses of 3 references to: Deborah Duchala, Library Personnel Officer, **University Libraries—Rm. 140, State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222.** SUNY at Albany is an equal-employment-opportunity, affirmative-action employer. Applications from women, minorities, and handicapped are especially welcome.

Social sciences librarian. Position to be filled between July 1 and Aug. 17. Assists users directly at a central reference desk, takes part in library instruction and collection development programs, provides computer searches, and serves as liaison with the faculties of Psychology, Sociology, Anthropology, Administration of Justice, Gerontology, and Minority Studies. The successful candidate will be service-oriented, able to work effectively with both students and faculty, and committed to promoting library services and collections to the academic community. An ALA-accredited MLS is required. A second graduate degree in a social science discipline, preferably psychology, sociology, or anthropology, is desired and is expected for tenure. Salary and benefits: starting salary $17,000–$22,000 for 12-mo. appointment, depending on experience and qualifications. Successful candidate will be eligible for tenure review. TIAA/CREF, Blue Cross–Blue Shield or HMO. **Send letter of application and resume by June 15** to: Mina Jean Waddell, Chair, Search Committee, **Box 68, Wichita State University, Wichita, KS 67208.** Finalists will be invited for an expense-paid interview. Wichita State University is an affirmative-action, equal-opportunity employer.

Social sciences reference librarian/bibliographer. Reponsible for the library's collection development in assigned social science disciplines and business technology, including approval plans, firm orders, gifts,

CORPORATE LIBRARY

Librarian

Requires a degree in library science plus 5 yrs.' experience in library systems handling hard copy and microforms. Will establish and maintain a formal library to control computer and management systems documentation, including systems, programming, and other software documentations. $20,000 plus, depending on experience.

For consideration, please send resume including salary history and requirements to: **Jim Shaw, Professional Employment, POB 524, M/S 120, Brigham, UT 84302.** U.S. citizenship required.

An equal-opportunity employer, M/F

MORTON THIOKOL, INC.

and serials. Provides service at the reference desk, including some weekend and evening hrs. Participates in an active program of library instruction and computerized database searching in the disciplines of selection responsibility. Requires a master's degree from an ALA-accredited library school and an undergraduate degree in a social science discipline or professional reference experience. $15,500–$19,500 hiring range depending on qualifications plus 3-percent increase Sept. 1. Excellent benefits including choice of retirement programs. The University of Houston–University Park Libraries have 1.4 million vols., a materials budget of $2 million, and a staff of 59 professionals and 180 support staff. **To ensure consideration, applications must be received by June 30.** Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant to the Director for Administration, **University of Houston Libraries, 4800 Calhoun, Houston, TX 77004.** Equal-opportunity employer.

Systems engineer (2 positions) and programmer: 3 positions open. In support of the development, marketing, and service of Northwestern University Library's software, Northwestern Online Total Integrated System (NOTIS), we are seeking applications for: 1) **Systems engineer** (2 positions). One position requires at least 2 yrs.' experience as a systems engineer. Knowledge of library preferred. Some travel required. Salary: $26,000–$33,000. 2) **Programmer** (one position). Salary: $17,200–$24,150. All 3 positions require a knowledge of IBM Assembler and IBM operating systems. Send application and resume, including names of 3 references, to: Lance Query, Director of Library Research, Analysis, and Personnel, **Northwestern University Library, Evanston, IL 60201.** An EEO, AA employer.

2 positions: Drexel University, Hagerty Library. 1) **General Reference Librarian I.** The requirements are an ALA-MLS; typical beginning reference responsibilities, including database searching, or assigned. Experience is not necessary, but will be favorably considered. Applicants must have the ability to work and communicate effectively with staff, faculty, and students. The starting salary is $16,000 per year with academic rank, retirement and illness benefits. 2) **Nonprint librarian.** The requirements are an ALA-MLS; at least 2 yrs.' professional experience, preferably including some management responsibility in an academic library, and an appropriate technical background or interest. The librarian works with faculty and students on nonprint services and operations related to selection and maintenance of AV/TV materials and equipment; maintains the microform collections, including documents and journals; and has general reference desk duties. Applicants must have the ability to work and communicate effectively with staff, faculty, and students. The starting salary is $19,000 per year (a higher salary may be available depending on qualifications), with academic status, retirement and illness benefits. **Deadline for applications is May 15** with a starting date of July 1. Send resumes to: Lucille R. Jones, Head of Administrative Services, **Hagerty Library, Drexel University, 32nd & Chestnut Sts., Philadelphia, PA 19104.** An equal-opportunity, affirmative-action employer.

LAW LIBRARY

State law librarian, state of Montana, under policy guidance of the Montana Supreme Court, performs administrative, supervisory, and professional work relative to providing law library service to the Supreme Court, legislature, bar association, state employees, and citizens of Montana. Supervises a staff of 6 employees in a library of 65,000–70,000 vols. Education: bachelor's degree from an accredited university and a master's degree in library science. Preferably coursework in legal bibliography and law library administration. Experience: 5 yrs. of post-degree professional library experience, including 3 yrs. in a responsible administrative or management capacity in a law library of comparable size and service responsibilities. (Graduation from an ABA-accredited law school may be substituted for 2 yrs. of the professional librarian experience, but not for the administrative or management experience.) Experience with automated library systems and computer-assisted legal research systems. Salary: beginning salary range is $30,000–$35,000. Exceptional qualifications may receive consideration in regard to beginning salary. **Applications: applicants should send complete resumes no later than June 10** to: **Michael Abley, Court Administrator, Room 315, Justice Bldg., 215 N. Sanders, Helena, MT 59620; 406-444-2621.**

MEDICAL LIBRARY

Head, circulation services. The Health Sciences Library at the University of North Carolina at Chapel Hill is seeking a person to manage the circulation, interlibrary lending and borrowing, and photocopy services of an active library. This position supervises 7 support staff and 6.5 FTE student assistants and reports to the director. ALA-accredited master's, strong communications skills, demonstrated supervisory ability, and minimum 2 yrs.' experience required. Health sciences library experience preferred. Salary commensurate with experience; minimum $20,000. The Health Sciences Library has a professional staff of 24 and a new 6-story bldg.; it serves 5 professional schools (Dentistry, Medicine, Nursing, Pharmacy, and Public Health) and North Carolina Memorial Hospital. **Deadline for applications June 15.** Send letter of application and curriculum vitae to: Samuel Hitt, Director, **Health Sciences Library 223H, University of North Carolina at Chapel Hill, Chapel Hill, NC 27514.** Minorities are encouraged to identify themselves. An affirmative-action, equal-opportunity employer.

Veterinary medicine branch librarian, Mississippi State University Libraries. Qualifications: ALA-accredited MLS degree strongly preferred. Advanced relevant subject degree or substantial relevant library experience in biomedical and/or natural sciences; computerized literature search skills; minimum of 3 yrs.' work experience in an academic or research library, including administrative and/or supervisory experience; effective oral and written communication skills, and the ability to work effectively with faculty and students required. MLA certification desired. Duties: overall operation and administration of the branch library to include: supervision of library assistants and student assistants; reference service to faculty and students; branch library collection development activities; bibliographic instruction; preparation of reports and publications and other duties as assigned. Benefits: include faculty rank, status, privileges, and responsibilities; enrollment in the state retirement system; comprehensive medical coverage; university holidays and annual and health care leave. Salary: approximately $18,000–$20,000, commensurate with qualifications and experience. Available: immediately. **Application procedure: send letter of application and resume, including names and addresses of at least 3 references (preferably work) by June 15** to: Chair, Search Committee, Veterinary Medicine Branch Librarian, **Mississippi State University, POB 5408, Mississippi State, MS 39762.** This position will be filled only if a suitable applicant is found. Mississippi State University is an equal-opportunity, affirmative-action institution.

OTHER

Liaison officer. Responsible for the activities to effect the introduction, promotion, delivery, and ongoing support of OCLC products and services to the network and library community. This involves work with the networks to assess library needs, information dissemination, and implementation of marketing and promotional plans. The position requires an MLS degree and a minimum of 2 yrs. in library automation and library/marketing capacities and a demonstrated knowledge of OCLC products and services. Good written and verbal communication skills are essential. Position may require extensive travel. Starting minimum salary is $19,579, higher depending on experience/qualifications. Submit a resume complete with education, experience, and salary expectations/history to: Technical Employment Representative, **OCLC, Inc., 6565 Frantz Rd., Dublin, OH 43017.** OCLC, Inc., is an equal-opportunity employer.

Library systems analyst. MLS or an equivalent academic/experience combination; at least 4 yrs.' professional experience and 2 yrs.' system analysis/design experience; expert knowledge of library applica-

tions. Incumbent must have excellent verbal and written communication skills. The position involves specifying the functional requirements for local systems applications. Incumbent works as part of a development team including systems design and programming staff. Starting salary is $19,579 or higher depending on experience/qualifications. Submit a resume complete with education, experience, and salary expectations/history to: Technical Employment Representative, **OCLC, Inc., 6565 Frantz Rd., Dublin, OH 43017.** OCLC, Inc., is an equal-opportunity employer.

Local systems project manager. Requirements: MLS degree from an accredited library school or an equivalent academic/experience combination and at least 4 yrs.' experience with either the OCLC Online System or with automated local systems. Candidate must also have excellent oral and written communication skills and the ability to make user presentations using a variety of media formats. Position may require up to 40-percent travel with extensive user and prospective library client contact. Candidate must have strong human relations skills and be self-directed. This position provides the primary liaison effort for user implementation and support of the Local Library System, including implementation methods for the systems into the library structure and workflow, database conversion/creation methods, profiling, and training in the use of applications programs and hardware operations. Starting minimum salary is $22,086—higher depending on experience/qualifications. Submit a resume complete with education, experience, and salary expectations/history to: Technical Employment Representative, **OCLC, Inc., 6565 Frantz Rd., Dublin, OH 43017.** OCLC, Inc., is an equal-opportunity employer.

Market & product analyst I. Provides customer, product, and competitor analyses that support marketing plans and specifications. Analytical customer, product, and competitor analyses reports will be prepared upon request to support OCLC management activities. Responsible for some product management of smaller projects. Prepares reports via many methods that support the marketing and information needs of OCLC. These may include analyses of survey, competitor data, customer statistics, and product usage information. Requires ability to synthesize facts and figures and written communication skills to communicate appropriate information from raw data. Ability to write functional specifications for projects. Requires a master's degree in library science, business, marketing, or equivalent academic/experience combination. 1—2 yrs. of library or business experience is required. Starting minimum salary is $19,579, higher depending on experience/qualifications. Submit a resume complete with education, experience, and salary expectations/history to: Technical Employment Representative, **OCLC, Inc., 6565 Frantz Rd., Dublin, OH 43017.** OCLC, Inc., is an equal-opportunity employer.

FREE

PUBLIC LIBRARY

Administrative librarian, Lake Villa (Ill.) Public Library District, member of the North Suburban Library System. Requires MLS or equivalent with 5 yrs.' public library experience with a minimum of 3 yrs.' supervisory experience. History of successful leadership, experience with budgeting, automation (CLSI and OCLC), creativity, and ability to work in a team-management setting. Salary range $18,000—$20,000. **Send letter of application detailing specific qualifications and resume by June 1** to: Barbara G. Konitzer, **Lake Villa Public Library District, 1001 E. Grand Ave., Lake Villa, IL 60046.**

Assistant director. Exceptional library in beautiful rural setting seeks person 1) willing to take initiative and responsibility; 2) proficient in technical services. Supportive environment, $12,000—$13,000. Also **general librarian** position, 15—25-hr. week, Wed.—Fri. $3.85 hourly wage. Apply to: R. Waldman, **Gordon-Nash Library, New Hampton, NH 03256.**

Assistant librarian, adult services. Responsible for the operation of the adult services department of a medium-sized public library, with duties including materials acquisition, reference, programming, publicity, cataloging, etc. Must be prepared to aid in the technical coordination of a future conversion to an automated circulation system. Requirements: MLS from an ALA-accredited school, with concentration in adult public library services; candidates approaching completion of the MLS will be considered. Prior public library experience (especially in adult programming and publicity) preferred. Position open: July 1. Salary: $14,000 per annum, plus fringe benefits. Contact: Harry J. Bork, Head Librarian, **Fox Lake District Library, 255 E. Grand Ave., Fox Lake, IL 60020; 312-587-0198.**

Audiovisual librarian. Help run a 7-person department that handles audiovisual services and circulation of adult fiction and children's materials at main library of county system serving 250,000 people. Primary responsibility for developing recordings collection and microcomputer services. Candidates should possess an MLS from an ALA-accredited school. Some public library experience helpful. Salary: $16,275. Send resume and 3 references to: Pat Jones, **Cumberland County Personnel Office, PO Drawer 1829, Fayetteville, NC 28302.** Cumberland County Public Library is an equal-opportunity employer.

Branch librarian for active community service from new library facility. Responsible for management of staff, materials, and programming. ALA-accredited MLS and 2 yrs. of public service experience required. Salary $15,448. **Submit resume by May 18** to: David Macksam, Assistant Director, **Central Arkansas Library System, 700 Louisiana St., Little Rock, AR 72201.**

Children's librarian. We are seeking an ALA-accredited MLS librarian for our largest branch library, located in a medium-sized metropolitan area of the state's capitol city. Candidate must have demonstrated leadership abilities, a thorough knowledge of public librarianship, an ability to plan, direct, and conduct innovative programs, and a strong commitment to children's services. As assistant to the branch librarian, this position is also responsible for assisting in the supervision of the branch, development and maintenance of the juvenile collection, and outreach services to local schools and institutions. **Application deadline: June 1.** Starting salary: $14,256, increasing to $14,688 on July 1, 37.5-hr. workweek, and excellent fringe benefits. Send resume and references to: Peggy Palmer, **Kanawha County Public Library, 123 Capitol St., Charleston, WV 25301.** EOE.

Children's services coordinator. The Fresno County Public Library has a position available for a professional librarian to serve as the specialist in library services to children. The children's services coordinator will work closely with other professional librarians to deliver services to children. The emphasis on the coordinator's position is on the development of activities to introduce children to books and library services such as storyhours, summer reading programs, puppet shows, etc., and management of the children's collection. The position requires an MLS degree and 3 yrs. of full-time professional librarian experience. Salary range $1,709—$2,075 monthly. Fresno County offers excellent benefits: annual leave, health, dental, and optical insurance, retirement plan. To apply, contact: **Fresno County Personnel, 2220 Tulare St., 3rd Floor, Del Webb Bldg., Fresno, CA 93721; 209-488-3364.** Equal-employment-opportunity, affirmative-action, handicapped employer.

Coordinator of children's services. Under the general direction of the library director, assume system-wide responsibility in the area of service to children. Duties will include but not be limited to: participation in the selection, training, development, and evaluation of children's services staff; collection development and maintenance; justification and allocation of juvenile materials budget; initiating and advising on programming for children. Qualifications for the position include: graduation from an accredited college or university and ALA-accredited library school; Indiana certification Librarian I; and 6 or more yrs. of successful experience in professional library work, including special preparation for or experience in children's work, and 4 or more yrs. involving supervisory and administrative duties. Position open Jan. 1, 1985. Current salary range—$24,811—$36,521. Candidates wishing to be considered should submit a letter of application, a resume with specific attention to the position applied for, and copies of undergraduate and graduate transcripts. A written statement defining the relationship between the last 6 yrs. of experience and ability to successfully perform the responsibilities assigned to the position is also required. Copies of the complete job description are available upon request. **Deadline for applications is 5:00 pm on Thursday, July 12.** Applications received in the Personnel Office after that date and time will not be considered. Inquiries and applications may be directed to: Carolyn Wheeler, Administrative Assistant for Personnel Services, **Indianapolis-Marion County Public Library, POB 211, Indianapolis, IN 46206; 317-269-1715.** Preliminary interviews may be arranged at the ALA conference in Dallas on June 24—26.

Head of children's services. MLS from an ALA-accredited school with specialization in children's work. Substantial knowledge of children's literature. Ability to implement a wide range of programs for varied age groups. Ability to supervise others. Bilingual: Spanish/English desired. **Filing deadline: May 25,** or until suitable candidate is selected. Salary range: $17,328—$22,182. Apply to: **Administrative Office, Yuma City-County Library, 350 Third Ave., Yuma, AZ 85365.** EOE.

Librarian. Salary range $16,016—$18,532. Minimum qualifications: good knowledge of the planning and professional operation of a public library. Such knowledge would be gained by the completion of an approved master's of library science program or an equivalent combination of education and professional library experience. Good ability to deal effectively with co-workers, subordinates, and the general public. Available immediately. Apply to: **City of Laredo, Personnel Dept., 500 Flores Ave., Laredo, TX 78042.** An equal-opportunity employer.

Librarian II, children's consultant. Serves as consultant for children's services for the main library, branch libraries, bookmobiles, and state library system members; coordinates children's programming and provides in-service training for the El Paso Public Library System. Assists with collection development. Salary: $19,589—$24,730. Requires ALA-accredited MLS and 2 yrs.' progressively responsible postgraduate experience as part of a service for children in a medium or large public library system. Knowledge and understanding of Hispanic community and its particular needs for library and information services is desirable. Information will be available at ALA Annual Conference. **Apply by July 7** to: Personnel Officer, **El Paso Public Library, 501 N. Oregon, El Paso, TX 79901; 915-541-4865.** An AA employer.

Library director: city of Dowagiac, Mich. Administers main library and one branch which circulate 76,000 from a collection of 38,000. ALA-accredited MLS required. Current salary $16,400 with full fringe benefit plan including life, health, and retirement. **Send resume by May 14** to: **Karl S. Tomion, City Manager, POB 430, Dowagiac, MI 49047.**

Library director—requires accredited MLS with previous supervisory experience. Personal ability to relate and communicate well with all facets of the community is a must. Some automation background preferred. Duties encompass those normally associated with director of a county system. Library serves a rural population of 30,447 through main library and 2 branches (3rd under construction). It is a member of SWVLAC, the operational organization for VTLS in a 5-co. region. Salary is negotiable between $15,000 and $17,000. Apply with letter, resume, and other pertinent information to: **Boone-Madison Public Library Board, 375 Main St., Madison, WV 25130.**

Senior librarian. San Bernardino Public Library is developing a list to fill an opening for supervising librarian in some of the following areas: children's services, audiovisual, reference, and technical services. MLS and 2 yrs.' experience required. Salary from $1,635—$1,992 per mo. **Before June 15,** contact: **City of San Bernardino, Civil Service, 300 N. D St., San Bernardino, CA 92418.**

System coordinator. Central-coast Calif. library system seeking energetic, innovative, professional librarian to plan, implement, and coordinate system services for public library cooperative system, encompassing Monterey and Santa Cruz counties. Qualifications: minimum of 2 yrs.' public library management experience in the following areas: budgeting, planning, and supervision. Knowledge of systems and networking essential. Reference and grant-writing experience desirable. Demonstrated ability to work with boards needed. Degree from an ALA-accredited library school required. Salary: $30,000 minimum. Benefits. Send resume and references to: B. Wynn, **Monterey County Library, 26 Central Ave., Salinas, CA 93901.**

SPECIAL LIBRARY

Head librarian (Librarian III), Iowa State Historical Dept., Iowa City. Supervise 6 librarians, budgeting, technical services, newspaper microfilming, reference, conservation program, manuscript and photograph collections. Must have leadership, planning, and communication skills. MLS and 3 yrs.' supervisory experience required. American history background preferred. Salary range, $21,900—$28,800. **Send resume and references by June 30** to: Library Search Committee, **Iowa State Historical Dept., 402 Iowa Ave., Iowa City, IA 52240.**

Librarian. The American Philatelic Research Library is seeking a librarian to head its research library, serving over 50,000 American Philatelic Society members and the general public. Librarian will be responsible for management of the library, including planning, budget, and direction of professional and support staff under the supervision of an administrator designated by the trustees; acquisition and cataloging of library collection; and participation in collection development and reference services. Qualifications: ALA-accredited MLS, supervisory and cataloging experience required, familiarity with automated systems and the literature of philately desired. Salary commensurate with qualifications and experience, minimum $20,000. **Send letter of application, resume, and names of 3 references by May 31** to: Keith A. Wagner, Administrator, **APRL, POB 8338, State College, PA 16803.**

STATE AGENCY

Adult/general services consultant, N.C. Division of State Library. $20,520–$31,380. Consult with and provide assistance statewide to public library directors, staff, and trustees regarding adult and general services, including collection development methodology and application, programming, reference and information services, general outreach and mobile services, and services to target groups such as the business community and adult nonreaders. Must have knowledge of and experience with a broad range of adult and general services; good organizational and planning abilities; effective communication and interpersonal skills. Minimum qualifications: MLS and eligible for certification by N.C. Public Librarian Certification Commission; 5 yrs.' successful public library experience, including 2 yrs. at a supervisory level. Available immediately; **apply by June 1.** Send resume to: Marion Johnson, Chief Librarian Consultant, **N.C. Division of State Library, 109 E. Jones St., Raleigh, NC 27611.** An affirmative-action, equal-opportunity employer.

Audiovisual librarian (Librarian II), State Library of Iowa. Search reopened. Responsibilities: manages and directs AV services. Must be able to effectively utilize statistics, conduct needs assessments, and evaluate current services in order to determine future service goals; review current policies and determine efficacy; evaluate the collection; also responsible for selection and acquisition of AV materials. AV services has a collection of 4,000 16mm films and a small number of videotapes and other media with 30,000+ annual circulation. The AV librarian supervises 3 FTE. Qualifications: MLS plus 2 yrs.' professional library experience. Salary: $18,179 up, depending on qualifications and experience. Preference will be given to candidates who have demonstrated flexibility and creativity in problem solving, setting goals, and meeting objectives. **Send letter of application and resume by May 31** to: Jack W. Hurkett, Director of Agency Operations, **State Library of Iowa, Capitol Complex, Des Moines, IA 50319.**

State library consultant to work with librarians, public officials, and trustees to coordinate and develop library service in eastern area of Va. Advises libraries statewide on automation projects. Position requires eligibility for certification by the Va. Board for Certification of Librarians and progressive library experience including administration and automation. Driver's license required. Salary $18,183–$24,837 with 8.6-percent increase expected in July. **Applications must be received by June 1.** Contact: Personnel Manager, **Va. State Library, 12th & Capitol Sts., Richmond, VA 23219.** EEO, AA employer.

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What's wrong with reference (cont. from p. 306.)

to hold the most promise for those working with these options. Even more promising would be experimentation with job enlargement, job-sharing, and job exchange among professionals in any given library. It may be that no one should be encouraged to work more than 10 years in reference; it may be that reference librarians should spend every fifth year working in other departments to broaden their knowledge and refresh themselves with new though equally challenging duties; it may be desirable for all new librarians to begin in reference, where they might gain a good sense of the reason for the library's being before moving on to their cataloging, acquisitions, or bibliographic duties. It may even be desirable to move toward "quality circles," or the model espoused by Michael Gorman, in which we all do a little bit of everything.[12]

The point is that most libraries have yet to show much compassion for the problems of reference staff, much concern for their professional growth, or much concern for their mental health. Any broadening of experience would have to pay long-term dividends of many kinds for those libraries brave enough to experiment with the concept. The alternative is to leave reference librarians to reify and stultify as they mark time on that long road to retirement by performing for the nth time the numbingly repetitive tasks which gradually deaden the mind and erase the smile.

4) Planning and rearrangement of priorities

Planning for intelligent management of the reference overload is an obvious ideal. How much staffing are we willing to commit to new programs? How can we aid staff development? How much staffing do we need to maintain the quality of old programs? How much business do we really wish to generate at the reference desk? How will we handle the increasing volume of labor-intensive database searches, and is it fair to give those who need such services so much more of our time than we give to others? Should we even reconsider the traditional assumption that the primary purpose of reference departments is to provide one-on-one reference service?[13]

One can think of many such questions, and once having asked them it would be natural to begin the planning process. Why is it that so little planning has actually taken place?

Long-range planning in reference is more often honored in the breach than the observance.[14] It is not that people lack the imagination to ask the right questions, but that it is far easier to ask than to answer them. Planning is difficult, and not merely because it requires quantitative and managerial skills many of us lack. Planning requires objectivity, and presupposes a willingness to recognize failures and limitations, to be candid about them to oneself and the public. Planning may mean change and where change is perceived as an undesirable or unlikely occurrence, planning becomes a needless and burdensome exercise. Planning may also entail staff conflict and dissatisfaction; every current activity has an advocate with passionate reasons why things must continue to be done as they have always been done, and many have no wish to step on the hooves of some colleague's sacred cow.

EVEN IF THE APPROACHES AND PROBLEMS MENtioned above are manageable, however, we must still contend with a major stumbling block: assessment of library users' needs. How can we plan to serve people until we know for certain what they need?

As obvious as this question seems, it is not widely understood. Most of us believe we know intuitively what our users need—a convenient belief, considering that as yet we know little about making an objective assessment.

Our current stock-in-trade is the administration of virtually useless questionnaires which ask people to tell us what they like and do not like about our services. At best, such questionnaires may tell us a little about what people think that they want, but very little about what they actually need. How dare we presume to differentiate between what people say that they want and what they actually need? The answer, one would like to think, is that we are professional librarians with a much better sense of the range of possibilities than those we serve.

An important prelude to rational planning, then, is needs assessment, a sophisticated approach analysing population patterns, course syllabi and reading lists, course descriptions in catalogs, enrollment patterns, and library use patterns. Such analysis yields an idea of what the real service needs are, and these may be very different from the needs we perceive intuitively or that people express consciously. However, conducting such analysis is not a simple matter, and even when we have done it we still know little about such things as how needs may change with technology over time.

The tail of the idealistic dog

Even if we conduct our assessments, and even if we are willing to accept change and plan for it, we must still operate within the context of political and public relations realities. Every institution or community has its own stated and unstated goals, philosophy, and priorities. These are often so vague or lofty that they place service areas in an impossible position. Institutions are quick to enunciate high ideals, but few are willing also to enunciate a system of priorities identifying those who will fall at the lower end of the scale.

The practical effect of this, for reference departments, is that they are officially locked into a system proclaiming that universally excellent service for everyone is the priority. In practice, when we try to serve everyone superbly, we end up serving no one especially well. In order to plan, then, reference librarians would in many cases have to assign *de facto* priorities that their institution has not announced and would not care to acknowledge or endorse. Usually, it would be impossible for the reference tail to wag the institutional dog in this way.

If, for example, an academic library conducted a rational needs assessment concluding that library instruction needed to be targeted mainly to graduate students, or that reference service during holidays and weekend evenings should be

The alternative to innovative staffing arrangements is to leave reference librarians to mark time on that long road to retirement by performing for the nth time the numbingly repetitive tasks which gradually deaden the mind and erase the smile.

eliminated to give librarians more time for other duties, or that database searching for undergraduates is not pedagogically sound and should not be provided, what would be the chances of implementing the findings?

How many libraries have had the courage to discontinue any service for reasons other than dire fiscal emergency, and how many have had the courage to be candid about what services they no longer wish to offer?

THERE ARE MANY STUMBLING BLOCKS TO change within reference, As there surely must be in all other areas of the library, and within all institutions generally. For a variety of reasons, reference librarians and those who supervise them have shied from these problems, allowing traditional services to decay like an inner city, while sprawling new services grow up around them.

Objective analyses of reference desk service indicate the cost of pretending that we can continue to do everything for everybody, and do it well. This is an organizational fiction which needs to be discarded. Our success is turning into failure, and we must acknowledge this reality in order to cope with it. Will we have the courage, or will we continue to burn out staff to keep the fiction alive? Let us show the collective wisdom to look again at our situation, and, when warranted, change it. □

Notes

1. The best bibliography on this topic is O. Gene Norman's "Marketing Libraries and Information Services: An Annotated Guide to the Literature," *Reference Services Review* 10 (Spring 1982):69–80. Also relevant is William F. Wright's "Information Management: A Bibliography," *Special Libraries* 73 (October 1982):298–310.

2. The standard articles on reference burnout are Sandra H. Neville, "Job Stress and Burnout: Occupational Hazards for Service Staff," *College & Research Libraries* 42 (May 1981):242–47, and David S. Ferriero and Kathleen A. Powers, "Burnout at the Reference Desk," *RQ* 21 (Spring 1982):274–79. An alternative view is presented by Nathan M. Smith and Veneese C. Nelson in "Burnout: A Survey of Academic Reference Librarians," *College & Research Libraries* 44 (May 1983):245–50. Based on a survey of reference librarians at 75 institutions, they conclude that "academic reference librarians do not seem to be especially prone to burnout" (249).

3. A good way to gain an understanding of the wide range of duties—from faculty liaison to typing and record-keeping—associated with the creation and maintenance of new programs is to read practical how-to guides for practitioners. Two good ones are Beverly Renford and Linnea Hendrickson's *Bibliographic Instruction: A handbook* (New York: Neal-Schuman, 1980), and Ryan Hoover's *The Library and Information Manager's Guide to Online Services* (White Plains, NY: Knowledge Industry Publications, 1980).

4. Such skills are described in Kathleen Gunning's paper "The Impact of User Education and Computer Searching Programs on Reference Services," in *Reference Service: A Perspective*, ed. Sul H. Lee (Ann Arbor: Pierian Press, 1983), p. 79–88.

5. In his article "Librarian Status in the Eighty-Nine U.S. Academic Institutions of the Association of Research Libraries: 1982," *College & Research Libraries* 44 (May 1983):199–211, Thomas G. English found that 61.4% of librarians at state institutions and 31.3% of librarians at private institutions had sabbatical privileges. My own survey of 41 small colleges, conducted in 1980, indicates that only one-third of such institutions offer even the theoretical possibility of sabbaticals to their "Library Faculty." It may be found in the "Faculty Status" chapter of *College Librarianship*, ed. William Miller and D. Stephen Rockwood (Metuchen, NJ: Scarecrow Press, 1981), p. 125.

6. Many of the studies of the quality of reference service, including the work of Crowley, Childers, and Bunge, are well summarized in William A. Katz, *Introduction to Reference Work*, 4th ed. (New York: McGraw-Hill, 1982), II, 273–78. The most recently published study, based on the dissertations of the authors, is Marcia J. Myers and Jassium M. Jirjees' *The Accuracy of Telephone Reference/Information Services in Academic Libraries: Two Studies* (Metuchen, NJ: Scarecrow Press, 1983). These investigators, like their predecessors, find that the average accuracy rate for telephoned reference questions of a straightforward nature is approximately 50 percent.

7. There are of course some exceptions to the general silence. Billy Wilkinson, reviewing Myers and Jirjees' book in *LJ* 108 (May 15, 1983):984, says: "Depression! . . . Heed particularly Jirjees who advises that we now have enough evidence showing at best a 50-60 percent chance of obtaining a correct answer to a simple question when it is posed in person or by phone and that the emphasis should now be on getting the data disseminated and receiving responses from the field rather than on more studies. . . Are other reference services (bibliographical instruction, etc.) performed as poorly? What actions should heads of reference departments take?" A possible course of action is suggested by Linda M. Olson in "Reference Service Evaluation in Medium-Sized Academic Libraries," *JAL* 9 (January 1984):322–29. She recommends conducting unobtrusive testing of reference service á lá Childers-Myers-Jirjees, along with obtrusive and survey testing, in order to identify each librarian's strengths and weaknesses. She says little about the practicality of such testing programs, except that "evaluation of any sort is bound to cause considerable staff discussion and in some cases outright resistance" (328).

8. I discuss the problem of triage at the reference desk more fully in "Reference and the Other Technical Services in a Large University Library," in *Reference Service: A Perspective*, p. 31–45.

9. Jack Magarrell's "Tuition Increases Slow but Are Likely to Outpace Inflation," *The Chronicle of Higher Education* (February 29, 1984), explains that one major reason for next fall's tuition increases will be the need "to meet the costs of energy, library materials, and other items with prices that rise faster than the price index" (p. 3).

10. One wonders how many workbook programs are carried out from A to Z by librarians, despite Renford and Hendrickson's assertion that "Clerical help is a necessity for the workbook preparation. Someone has to type the test and prepare the exercise sets. . . . Understaffing can quickly undermine what could be a feasible and exciting program" (*Bibliographic Instruction: A Handbook*, p. 118).

11. See Susanne Villar and Paul Emmons, "Using the Computer to Randomize Questions for Library Instruction Worksheets," *Research Strategies* 1 (Spring 1983):52–57.

12. See Michael Gorman, "Reorganization at the University of Illinois—Urbana/Champaign Library: A Case Study," *Journal of Academic Librarianship* 9 (September 1983):223–25.

13. The series of articles entitled "Large-Scale Bibliographic Instruction: The Undergraduate Library Instruction Program at the University of Illinois—Urbana/Champaign," by David F. Kohl et al. in the Winter 1984 issue of *Research Strategies* suggests that, at least in some specialized situations where a homogeneous clientele can be identified, one-on-one reference service may not be the most desirable primary service to offer. Kohl and his colleagues have adopted as their primary goal the provision of bibliographic instruction, "supplemented by some one-on-one reference" (7).

14. The same may be said, of course, for other areas of the library, for the nonprofit sector in general, and for the profit and government sectors as well. Perhaps we may take some comfort in Peter Drucker's assertion, as quoted in Frederick S. Lane's "Managing Not-For-Profit Organizations," *Public Administration Review* 40 (September/October 1980), that in terms of the management problems which they present, not-for-profits " 'are more complex than either business or government agencies' " (527). Ultimately, however, like most explanations, this is not an acceptable excuse.

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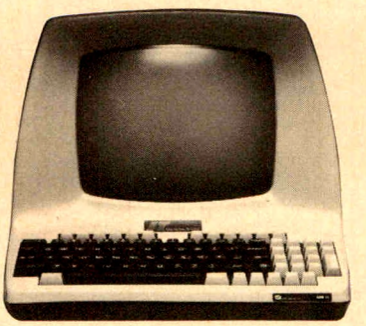

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The automated reference desk

Three ways libraries can use computers to enhance reference services

Community I&R service expands by going online

by Nancy C. Jacobson

THE MEMORIAL HALL LIBRARY in Andover, Mass., established its information and referral service, Answers, in 1977. An LSCA grant was used to: gather information from the local area covering Lawrence, Methuen, North Andover, and Andover; install a telephone line; hire a public relations outfit to come up with a name and an advertising campaign; and implement the publicity program. In addition to offering the standard I&R services to refer patrons to community agencies, the library has also used the files to produce such spin-off publications as a booklet listing area day care centers.

In fall 1981 the library installed a CL Systems, Inc., P 11/44 computer and began converting its records into the bibliographic database. After most of the collection was converted, the next step seemed to be the addition of the Answers file to the database.

The in-house automation coordinator worked with the head of reference and the Answers staff person (who spends half-time on the reference desk) to take advantage of the fields already being used for books and other materials within the CLSI setup. Subject headings were reworded and over 800 I&R entries were entered over several months.

After six months the project seemed to be working well. The bugs were eliminated, and the staff was ready to respond to requests from other libraries for advice on inputting. Since 11 towns in northeastern Massachusetts belong to the Merrimack Valley Library Consortium, a CLSI circulation systems network, it was natural to expand the service to allow other libraries in the system to input their information and referral files into the common database. The libraries of Lowell and Haverhill plan to add to the original I&R file of greater Lawrence, giving it broader scope.

CLSI does offer a software package of its own for Information and Referral, but Andover's I&R file did not require the large amount of storage provided by the CLSI program. The idea of using the in-house microcomputers was discussed briefly, but there seemed to be very little gain in efficiency in changing from a manual file to, say, an Apple diskette.

The automated Answers file offers several advantages over the manual system. Instead of a single file that could only be used by one person at a time (and that had to be carried between the office and the reference desk several times each day), there is now access from every terminal in the library. Patrons can use the public access terminals to search the I&R files by themselves. This is a major advantage from a privacy standpoint, since users can obtain information on such subjects as venereal disease and teenage pregnancy without having to ask a librarian.

Another benefit of automation is that the other 10 libraries in the consortium now have online access to the Andover records as well as to the newly added records of the other member libraries.

The idea of extending reference services to a larger constituency, some of whom had never used the public library before, has developed beyond all expectations. The quantum leap, however, occurs in the greater geographic reach made possible by terminals linked into the network through the CLSI circulation system. □

Nancy C. Jacobson is director of Memorial Hall Library in Andover, Mass.

File of database searches aids research on "Hot Topics"

by Natalie Sturr

THE HOT TOPICS FILE AT THE State University of New York/Oswego, Penfield Library is a collection of 10 to 15 database searches on topics frequently researched by students. Searches containing 20 to 50 citations are available at the reference desk for in-library use. Topics currently available include cartoons and children, product failure, subliminal advertising, teacher burnout, television advertising and children, television in the courtroom, and management "theory Z."

Subjects of hot topics searches tend to reflect class assignments that make heavy use of reference services. Business administration and education are two of the strongest programs on campus, so it is not surprising that most of the searches deal with either business or education. The search on theory Z is the most popular; the search on product failure was added to the file recently to reflect a new class assignment. Student interest in topics changes

Natalie Sturr is head of the Computer Search Service at the Penfield Library, State University of New York at Oswego.

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*MCONNE990
I & R
Mother Connection
P.O. Box 59
Ballardvale Station
Andover, MA 01810
CONTACTS: Marlies Zammuto, 470-0535
          Audry Price,     689-3846
          Cheryl Jonas,    475-3703
MONTHLY NEWSLETTER: for members only--available at Memorial Hall
                    Library's Childrens' room
MEMBERSHIP: $15. per year
VOLUNTEER PROGRAM: assistance needed for a variety of activities
                   and for the publication of the newsletter.
04/84
NOTE1:        PURPOSE: a non-profit organization for mothers and fathers. It
                       provides information, resources, support, and recreation
                       for mothers, fathers, and children. Also, members re-
                       cieve a monthly newsletter. Volunteers are needed for
                       a variety of programs and assistance with the newsletter
SUBJECT1:     Andover
SUBJECT2:     Mothers--Support Group
SUBJECT3:     Support Groups--Mothers
SUBJECT4:     Fathers--Support Group
SUBJECT5:     Support Groups--Fathers
SUBJECT6:     Volunteer program
1ADDTITLE:    Mother Connection of Andover

   KEY        PUB     PUBYR       CST
*MCONNE99                        $0.00

MC      ED    L.A.D.       V
              3/01/84      N
MAN   I & R
      3 1330 00107 0774  ON SHELF  3/11/83  240   0
```

Sample entry from the Answers online information and referral service.

How to research the world's most powerful city at the speed of light.

What happens in Washington, D.C. each day affects people, organizations and governments in every corner of the world.

And nowhere in the world are these important events reported more thoroughly and accurately than in *The Washington Post.*

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periodically—for example, the search on toxic shock syndrome, in demand two years ago, has recently been removed from the file because of lack of use.

Although searches are added to the file as needed, it is important to keep the file current. The Hot Topics File is updated annually. Searches that have not been used are removed from the file. The remaining searches are run again and the new copies replace the older ones. The original copy of each search is made available for in-library use only, meeting the fair use doctrine of the copyright law.

Keeping it simple

As a rule, searches are run in only one database and search strategies are very simple. Additional databases are searched only when retrieval is low: a search on subliminal advertising retrieved fewer than 20 unique citations from four databases. Search strategies are most often a keyword or phrase such as "teacher burnout." The next most common strategy is to combine only two subject terms with the "and" operator—"television" and "courtroom," for example. Some searches are limited by year and list only recent articles, a tactic which reduces retrieval. The ERIC search on teacher burnout, however, lists articles published *prior* to 1982, the first full year the term was a major descriptor. Currently, all results are printed offline to save time and money. The offline prints also look and wear better than online prints.

Only bibliographic citations are printed for most searches. Users are expected to locate abstracts in the library's printed tools. Abstracts have recently been included on searches if retrieval is extremely low, if it is anticipated that the library will own few items listed (thus placing a strain on interlibrary loan services), or if the library does not receive the printed equivalent of the database. When the library owns few of the journals listed, articles owned by the library are denoted.

Since it was created three years ago, the Hot Topics File has become an integral part of the Ready Reference collection. Because searches are on hot topics, librarians have quickly learned to think of the file as an additional reference tool. If a search is relevant to a student's need, the student is made aware of the search.

Attractive features of the Hot Topics File are its simple maintenance and its promotional value. Maintaining the file requires little time and money on the library's part: database charges are minimal because search strategies are short, only one database is normally searched per topic, and results are printed offline. Updating the entire file takes less than an hour of staff time and only 15 to 20 minutes of connect time. By using the Hot Topics File, students are made aware of the library's computer search service. The Hot Topics File has become an inexpensive yet effective means of enhancing the quality of reference service. □

Attractive features of the Hot Topics File are its simple maintenance and its promotional value.

RLIN and WLN databases: not for catalogers only

by Kathleen Low

WHEN DATABASES LIKE RLIN and WLN are mentioned, they are usually thought of as databases for catalogers. Although these databases do contain bibliographic catalog records, their usage should not be thought of as confined to catalogers. Both RLIN and WLN have features that make them valuable reference tools. In addition, search access to these databases is available to nonmember libraries on a dial-up basis.

The database of the Washington Library Network (WLN) contains over 2.7 million unique bibliographic records. These records represent the Library of Congress MARC (MAchine Readable Cataloging) for books, serials, and films since 1968, catalog records input by WLN libraries, and the Government Printing Office (GPO) records released since 1978.

The WLN system has a special "PRINT" feature useful for producing bibliographies and other lists. After completing a search, the searcher may issue a command to have the search results (or a range within the results) printed offline at WLN. If a PRINT command is used, the results of either a Bibliographic File or Authority File search can be printed at WLN that night. The entries will be in the display format and sort order requested, or in the default settings if no format is selected. The library thus avoids the online connect time required to print pages upon pages of records.

Kathleen Low is coordinator of online services at the California Library Authority for Systems and Services (CLASS).

The RLIN (Research Libraries Information Network) database, owned by the Research Libraries Group (RLG), contains over 12 million bibliographic records and is constantly growing as the LC MARC, GPO, and National Library of Medicine records are added to the database, as well as the records input online by libraries cataloging on the system. This data is divided into seven bibliographic files (books, serials, maps, films, sound recordings, scores, and archives and manuscripts), four special databases (AVERY, the online Avery Index to Architectural Periodicals; ESTC, the Eighteenth-Century Short Title Catalog Database; SCIPIO, an art auction sales catalog database; and CONSPECTUS, the RLG members' collection-assessment database), and an Authority Subsystem.

Multiple access points

A nice feature of RLIN is the ease with which data can be obtained. Including the subject phrase and subject division indexes, there are a total of 37 indexes through which records may be retrieved. In addition to the standard indexes such as title word or phrase, author, and LCCN, RLIN offers access to records by CODEN, GPO Catalog Entry Number, Publisher, Form, Genre Word, and other indexes.

The terminal requirements for dialup access to both WLN and RLIN are: 1) the ability to send, receive, and display the full upper- and lower-case ASCII character set; 2) half-duplex asynchronous transmission of at least 30 characters per second; 3) even parity; and 4) an 80-column data line (for WLN only). Recommended features are: 1) typewriter-style tabs, i.e. tabs that can be set by the operator at any column; 2) an 80-column data line, and for CRT terminals a screen that can display 24 lines; and 3) capability for 120-character-per-second transmission rate.

The WLN and RLIN databases are two reference sources that should not be ignored. As the wealth of data continues to grow in both RLIN and WLN, so will their value as reference tools.

The California Library Authority for Systems and Services (CLASS) brokers the RLIN database nationwide, and the WLN database to libraries in California, Arizona, Nevada, and Utah. Libraries can also contact the networks directly. The addresses are: CLASS, 1415 Koll Circle, Suite 101, San Jose, CA 95112 (408-289-1756); RLG, Jordan Quadrangle, Stanford, CA 94305 (415-328-0920); and WLN, Washington State Library, Olympia, WA 98504 (206-459-6518). □

Library master's degree on trial

The Merwine Case and the MLS: Where was ALA?

Views of an "expert witness" in defense of the "ALA-MLS" requirement

by Edward G. Holley

Fears do strange things to people. They encourage vacillation. They promote poor decisions. They often lead us to refrain from actions which would support long-held principles. The American Library Association's ambivalence about the MLS degree, and unwillingness to support that degree legally, are the results of such fears.

Doubtless these fears are what lead the ALA Executive Board to accept the recommendation of Executive Director Robert Wedgeworth and legal counsel that "the ALA divorce itself from the tangled Merwine Case, where the facts are in dispute, and talk about principles."[1]

That decision, unfortunately, will come back to haunt librarians in the years immediately ahead. Under these circumstances I am not comforted by legal counsel nor the ALA Office for Library Personnel Resources (OLPR) Advisory Committee assertion that the ALA supports the MLS for every professional position.

In talking about principles, the Association is faced with a problem. Its Library Education and Personnel Utilization (LEPU) policy, the Asheim statement adopted by Council on June 30, 1970, recommends the master's degree as the basic requirement for those holding positions designated "librarian." To quote from paragraph 8:

> The title "librarian" carries with it the connotation of "professional" in the sense that professional tasks are those which require a special background and education on the basis of which library needs are identified, problems are analyzed, goals are set, and original and creative solutions are formulated for them, integrating theory into practice, and planning, organizing, communicating, and administering successful programs of service to users of the library's materials and services. In defining services to users, the professional person recognizes potential users as well as current ones, and designs services which will reach all who could benefit from them.

In paragraph 20 the statement is even more explicit:

> Until examinations are identified that are valid and reliable tests of equivalent qualifications, the advanced degree (or evidence of years of academic work completed) is recommended as the single best means for determining that an applicant has the background recommended for each category.[2]

Edward G. Holley is dean of the School of Library Science at the University of North Carolina/Chapel Hill. He testified for the defense in *Merwine vs. Mississippi State University*, (*AL*, July/August, p. 444-45). Holley served as ALA president in 1974-75.

Minimum qualifications question

In light of these statements, what can be done to maintain the principle of the master's degree as the basic requirement expected of beginning librarians? That question still has no satisfactory answer, but earlier actions by the OLPR Advisory Committee do not encourage those who want to maintain the LEPU principles. Some even believe we have been led down the garden path by OLPR's Minimum Qualifications Task Force.

After California and Ohio attacked the MLS degree as a fundamental requirement for a beginning library position in the mid-seventies, OLPR appointed the Minimum Qualifications Task Force to look into the matter. Hearings were held, speeches were made, and conclusions were reached that somehow it was necesary to validate the degree as a basic requirement. Librarians seemed overawed by court decisions against the requirement of a high school diploma for jobs at Duke Power Company and in other places. Fear of court suits seemed to dominate task force thinking.[3]

In March 1980 the OLPR Advisory Committee sent out a message that the Library Education and Personnel Utilization statement represents not a requirement but an ideal. "The MLS degree and other educational qualifications are desirable for identifying and selecting employees. . . . However, recent court decisions . . . necessitate careful consideration before requiring applicants to possess these credentials." So without asking what the abandonment of the MLS would mean for professionalism generally, librarians were advised not to lean upon the degree as a minimum qualification.

Ads specify ALA-MLS

Employers paid little attention to the Minimum Qualifications Task Force recommendations. They continued to advertise in *American Libraries* and various ALA division publications for persons with the MLS degree from an ALA-accredited library school program. As late as November 1982, the U.S. Supreme Court sent out a flyer for a research librarian which listed first among the qualifications "MLS from ALA-accredited library school." Among the other qualifications the flyer noted "J.D. or advanced degree in subject area relevant to position *desirable*" (emphasis mine).

In preparing to testify in *Merwine vs. Mississippi State University*, I examined the September 1981 *American Libraries* and *C&RL News* ads. I discovered that *American Libraries* published 64 ads with 48 requiring the ALA MLS; 16 either did not mention ALA or required the MLS without the designation. I suspect ALA accreditation is assumed for the latter. In *C&RL News* 41 ads required the ALA MLS, six didn't mention either, and three specified MLS without adding "ALA-accredited." Since the latter magazine is published by ALA's largest division and the one with most interest in academic libraries, this overwhelming ALA-MLS requirement is significant.

Some other recent studies confirm that the ALA-MLS is held by upwards of 90 to 95 percent of all academic librarians.[4] In examining numerous ads which cross my desk, I rarely see one in which the ALA-MLS is not the minimum qualification. In academia, where courses and degrees are the coin of the realm, I hardly find this surprising.

Yet Keith Cottam was right when he said the issue of minimum qualifications is a time bomb.[5] Unfortunately, as matters turned out, the task force recommendations have worked to the disadvantage of ALA members defending the professional degree. Their opponents pointed out that even the Association would not recom-

mend the ALA-accredited degree as a minimum qualification for a beginning level librarian position.

The Mississippi State lawyers were astounded that a professional organization would not defend its own degree. They couldn't imagine the American Bar Association taking a similar "hands off" position. Nor, might I add, can I.

The case of Glenda Merwine

The case of Glenda Merwine vs. Mississippi State University first came to my attention in August 1981. Library Director George Lewis called to ask my help in defending the MSU requirement of the ALA-accredited MLS. The American Library Association had refused to get involved, I was told, because its officials believed they would not be unbiased about such matters. After hearing the outline of the case, I agreed to become an "expert witness."

Let me confess my own bias in this case: I am biased in favor of quality-graduate professional education. Those who have heard my comments on the need for tougher Committee on Accreditation standards are well aware of that bias. Yet someone needed to speak up in defense of basic, minimal standards for professional librarians. We've fought too long for those minimal standards to surrender them without a fight.

For two years I have been involved with Mississippi State and its lawyers in defending the principle that the MLS degree is an entirely appropriate and recognized standard for employment as a college or university librarian. While there were a number of extraneous charges made by the plaintiff, Glenda Merwine, the essential issue was whether or not Mississippi State University had a right to require the ALA accredited master's degree as a condition of employment.

What are the facts?

Mississippi State University advertised for the position of librarian of the College of Veterinary Medicine. Its ad stated that, among other qualifications, the individual should have an ALA-accredited MLS. Glenda Merwine, who holds a master's degree in secondary education, with a number of school-library-oriented courses, applied for the position. She had previously worked in the MSU library as a para-professional. Her courses, both at MSU and elsewhere, were in children's literature and other school/children's literature areas. Although she claimed that she held an unaccredited library science degree, the fact of the matter is that she had no library science degree at all.

Sex discrimination claim

Merwine further alleged that, because there were more women enrolled in unaccredited programs than in accredited programs, she was a victim of sex discrimination. Her assertion contained no statistical evidence.

Based on the Association of American Library Schools (AALS) *Statistical Report*, 1981, the difference in enrollments ranged from approximately 81 percent female in accredited school programs to approximately 89 percent in those unaccredited schools cited in the AALS report. One needn't be a statistician to recognize that enrollments in all library education programs are predominantly female.

After several postponements, the case came to trial in federal district court the week of May 23, 1983. While there were some complexities, a jury was responsible for certain issues related to intentional discrimination and Judge Charles M. Powers for issues relating to disparate impact. After five days of testimony the jury decided against Library Director George Lewis and awarded Merwine $5,000 actual and $5,000 punitive damages.

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During my testimony I hammered away at the necessity for the MLS degree for beginning professional librarians, the importance of a university maintaining the quality of its library faculty through imposition of this qualification, and the fact that discrimination on the basis of sex could hardly occur when approximately 80 percent of the MLS degrees conferred in the last three decades were awarded to women. While I do not pretend to be a statistician, I surely do know the difference in a four to one ratio *in favor of women*. That there are other issues of sex discrimination in this profession I am well aware; but the number of degreed librarians is not one of them.

I was not permitted to hear the testimony of other witnesses, but I know that Glen Zimmerman, associate librarian for management at the Library of Congress, testified for the plaintiff. He said that high school graduates who have the requisite experience are "eligible" to compete for professional librarian positions at LC.

The Library of Congress is a unique institution with specialized needs. It employs about 5,500 persons, more than five times as many as any other large library in this country. Sensitive to attacks on its affirmative action plans, LC instituted new policies revising its employment opportunities in the mid-seventies and began its own validation studies of various positions. Cynics would say that LC adopted these measures not on principle but to keep from being sued. Whatever the reasons, we need to remember that LC is atypical as an employer of librarians.

"I hardly see how we can talk about sophisticated library services unless we also want to talk about well educated librarians to offer these services."

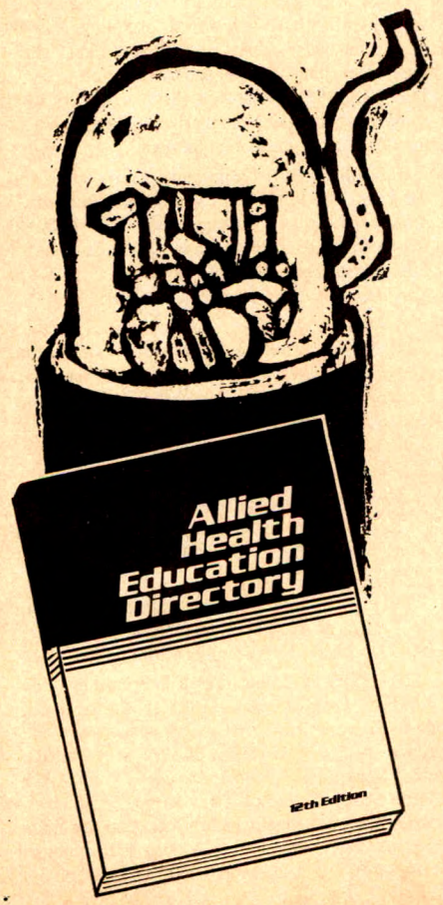
Model statement from ACRL

For university libraries, the ALA Association of College and Research Libraries (ACRL) model statement about the appointment of academic librarians is clear: "Any librarian appointed to a college or university library faculty should have the appropriate terminal professional degree, for example, a master's degree or its historical antecedent from a library school accredited by the American Library Association or its appropriate equivalent."[6]

ACRL's statement reflects university practice for the employment of faculty and other professional personnel. Just as a university is unlikely to appoint a law school faculty member who has no law degree, it is also unlikely to appoint a library faculty member who has no library science degree. Exceptions are made only in the case of distinguished individuals whose other qualifications are unquestionably superior or different from those already on the faculty.

Thus abandonment of the MLS degree, in my opinion, would mean making the exception the norm. If the profession wishes to do that, then members themselves should ponder carefully the consequences. Mississippi State officials argued that the setting of appropriate educational qualifications for their faculty was indispensible to maintaining a quality faculty.

On May 28, 1983, when the jury decided in favor of Merwine, it stated that, in its opinion, she was qualified for the job as veterinary medicine librarian. The jury believed that Lewis had showed preferential treatment by hiring Bruce Evans, a librarian with an MLS degree from Florida State University. All of us on the MSU side were astounded at what we consid-



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"It flies in the face of logic and common sense for ALA to fight vigorously for the MLS degree as a criterion before the U.S. Office of Personnel Management and not fight strongly for the MLS degree in the federal courts."

ered the jury's disregard for evidence. The MSU lawyers therefore quickly filed a motion for judgment notwithstanding the verdict (JNOV).

Judge overturns jury

The wheels of justice turn slowly. However, on Dec. 29, 1983, Judge Powers overturned the jury verdict. He noted that the only claims before the court were the plaintiff's claim under 42 U.S.C. 1983 of intentional discrimination against her on the basis of sex, her counterpart claim under Title VII of the Civil Rights Act of 1964, and her Title VII claim of disparate impact upon women because she didn't have an MLS degree from an ALA-accredited library school. Judge Powers rejected the jury verdict because he believed reasonable persons could not, under the applicable law, arrive at such a conclusion.

A few quotations from the judge's decision may be helpful for ALA members:

> Plaintiff's own testimony is that Lewis informed her from her initial inquiry about the job that . . . he was going to adhere to the ALA-MLS requirement . . . . It is further stipulated that of the six applications . . . before the Search Committee at the time the hiring decision was made, three applicants, two female and one male, had ALA-MLS degrees . . . and only those with the ALA-MLS degrees were interviewed for the job. . . .
>
> In short, the stipulations and other evidence establish without any contradiction that the ALA-MLS was the minimum educational requirement for the job . . . . The conclusion that plantiff was not fully qualified for the job thus is inescapable . . . .
>
> The evidence clearly establishes that the degree is a standard widely recognized by academic and professional employers, including the United States Supreme Court. No reasonable jury could conclude otherwise from the evidence received, and no reasonable jury could find that the preference for such a degree was a pretext in view of the above-enumerated facts established by the stipulations and other evidence, and the total lack of any credible evidence indicating the preference for such a degree was not a legitimate factor uniformly applied to all applicants.

Judge Powers also added that, in the face of evidence that women earned 80 percent of the approximately 50,000 ALA-MLS degrees awarded in the past 10–12 years, "it flies in the face of logic and common sense to say that an ALA-MLS requirement 'selects applicants for hire' in a manner discriminatory to women."

Challenge to ALA

In my opinion, it does indeed fly in the face of logic and common sense to state that the ALA degree discriminates against women. If, after years of struggle to promote higher standards for professional education, better employment opportunities, and higher salaries for librarians, ALA now refuses to defend its own accredited degree held by 96 percent of its members,[7] ALA members will suffer—and the chief sufferers will be women.

Let me add that it also flies in the face of logic and common sense for ALA to fight vigorously for the MLS degree as a criterion before the U.S. Office of Personnel Management [8] and not fight strongly for the MLS degree in the federal courts. The actions are mutually contradictory.

As for the advice of legal counsel, I have one additional observation. We pay legal counsel to give us their best advice on cases. We are not compelled to take that advice. If current counsel is uninterested in tangled cases, maybe ALA should seek new counsel. Executive Board members need to remember who has managerial responsibility for such decisions. Ultimately, they do.

The plaintiff in the Merwine Case has appealed Judge Powers' decision to the Fifth Circuit Court of Appeals. In my opinion, this would give ALA an excellent opportunity to enter the case as a friend of the court. Since the case may wind its way eventually to the U.S. Supreme Court, there is a lot at stake for librarians in the ultimate outcome.

While I am not often given to undue alarm about governmental actions, I am concerned about legal attacks on appropriate educational standards. If we are concerned about excellence, we shall scarcely achieve it by dismissing sound professional education. I hardly see how we can talk about sophisticated library services unless we also talk about well educated librarians prepared to offer those services.

What bothers me is that the OPM attack on federal librarian standards and court cases denigrating professional library degrees may well be followed by attacks on degrees in other professions: journalism, social work, and nursing. The aim will be to downgrade the professions, especially those paying low salaries, to save money at all levels of government.

In this country we have invested heavily in the sophisticated education of personnel. As a result, we have competent and skilled workers in a variety of human service agencies. If we wish to continue to provide services which are the envy of the world, we had better insist that our professional associations do a better job of explaining why skilled personnel are necessary. And we had better be prepared to fight for those minimal educational qualifications needed by library personnel.

ALA cannot have it both ways. If we believe the accredited ALA-MLS degree is a reasonable standard for a beginning librarian, then we shall have to defend the MLS in the courts and in the legislative arena. By my personal actions in the Merwine Case, I have made my decision. I encourage other ALA members to do the same. □

Notes

1. "Merwine vs. Mississippi State," (in the ALA Executive Board Report) *American Libraries*, 14 (December 1983): 744.

2. ALA Council "Library Education and Personnel Utilization, A Statement of Policy," 1970, p. 3, 6. See also ALA Council Resolution, "Proposed Revision of Federal Classification . . . ," Jan. 27, 1982, "Resolved that the qualification standards continue to emphasize the importance of the MLS as a basic requirement . . ."

3. Keith Cottam, "Minimum Qualifications and the Law: The Issue Ticks Away for Librarians," *American Libraries* 11 (May 1980): 280-81. David R. Dowell, ed. "Minimum Qualifications for Librarians; Papers from a Symposium . . .," *North Carolina Libraries* 38 (Spring 1980): 7-29.

4. John N. Olsgaard, "Characteristics of 'Success' Among Academic Librarians," *College and Research Libraries* 45 (January 1984): 9, notes that 92 percent of his sample held MLS degrees. Other studies, published and yet to be published, reveal a similar pattern.

5. Cottam, p. 290.

6. "Model Statement of Criteria and Procedure for Appointment . . . for College and University Librarians," *C&RL News* 34 (September 1973): 192.

7. Leigh S. Estabrook and Kathleen M. Heim, "A Profile of ALA Personnel Numbers," *American Libraries* 11 (December 1980): 654.

8. Barbara M. Robinson, "Librarianship Under Attack," *Library Journal*, 108 (Feb. 15, 1983): 347-48. American Library Association, "Response to the U.S. Office of Personnel Management Regarding *Tentative Standards for the GS-1409, GS-1410, and GS-1411 Series*," recommendation 3 reads, "Retain the MLS as a basic qualification for entry into the ALA-proposed combined GS-1409/1410 professional LIS series," p. 3.

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Library confidentiality for the other half

About half our library users are unprotected by state confidentiality laws; One successful intellectual freedom group shows how to get such protection

by Heather McNeil McQuarie

When John W. Hinckley, Jr., shot President Ronald Reagan May 30, 1981, police found a Jefferson County (Colo.) Public Library card in Hinckley's pocket. Within hours, *Newsweek* raced to Jefferson County's main library in Lakewood and demanded to see Hinckley's circulation records. The FBI followed the next day.

Both organizations were well aware that the library records were open to the public under Colorado's "sunshine" Public Records Act. The Jefferson County attorney advised library Director Bill Knott and other county officials to release the records.

Librarians everywhere were outraged that this information could be—must be—so easily handed over. The Jefferson County Library soon learned that the FBI had plenty of time and staff to inspect all the microfilm records for any reference to Hinckley. The library was swamped with reporters as well as federal agents.

The Hinckley affair made Colorado librarians realize they had to solve the problem of confidentiality. The Colorado Library Association took the first steps toward getting legislation passed to protect library records. Intellectual Freedom Committee Chair Bill Murray appointed Maryanne Brush, assistant director of the Jefferson County Public Library, and Geri Schmidt, Colorado State Library consultant, as a subcommittee to research privacy laws and propose legislation for Colorado.

Checking the facts

Their research revealed the following:

1. Federal records are protected by the Privacy Act of 1974, with access available through the Freedom of Information Act.

2. Most states have a sunshine law under which library records are open to the public.

3. Colorado's Public Records Act stated, "All public records shall be open for inspection by any person at reasonable times. . .but the official custodian of any public records may make such rules and regulations with reference to the inspection of such records as are reasonably necessary." In other words, the director may create procedural guidelines (such as a fee to be charged or a certain time for viewing), but anyone with patience and money can see the records.

4. The ALA policy statement on confidentiality is not a legal document and will not protect any library records. Only 14 states at that time were legally protected —California, Connecticut, Florida, Iowa, Maryland, Michigan, Minnesota, Nevada, New York, Oregon, Rhode Island, Virginia, Washington, and Wisconsin.

The subcommittee next had to become familiar with the state confidentiality laws, and learn about local and national incidents concerning confidentiality. The ALA Office for Intellectual Freedom provided copies of all the state statutes exempting library circulation records from open-record laws, several articles and legal opinions on the topic, and 39 specific incidents. The following examples indicate the variety of requests:

1967, Illinois—Police want a list of persons who borrowed a book some officials consider obscene.

1970, Wisconsin—Treasury agents ask for information on all reference questions and stack searches relating to explosives.

1977, Texas—Two library clerks (on their own initiative) search through records and turn over to police the name of a patron thought to be involved in a child abduction.

1977, Washington—A newspaper editor demands circulation records of an AV equipment collection to prove that the taxpayer's money is being wasted.

1978, Florida—Religious groups request the names of persons who have read certain books in order to urge them to join a religious organization.

1978, Illinois—A divorced father wants access to story-hour registration to make sure his child is using his name and not that of the mother's current husband.

1979, New York—Detectives ask for circulation records of books on lie detectors because they suspect "somebody was trying to beat a lie detector test."

1981, Washington—The state Moral Majority files suit demanding the state library release the names of public schools and their employees who borrowed the film *Achieving Sexual Maturity*.

When Georgia Shovlain directed the Sheridan County (Wyo.) Public Library several years ago, a man was arrested for illegally shooting a moose. He claimed that he had shot the moose in fear for his life because he had read a Western in which a moose charged and killed a man. Shovlain was subpoenaed for circulation records after she told law officials the records were protected by ALA's statement. The records proved the man had checked out the book, and he was found innocent on the grounds of self-defense. Ironically, the moose was shot in its hindquarters.

Designing an ideal

By now the subcommittee felt it had enough background to write the "ideal" legislation to protect:

All types of libraries—school, public, academic, private, special;

All types of use—registration, circulation, requests (filled or not), cards used, facilities used (to field such questions as, "Who requested the use of the meeting room for the KKK?");

All information containing the library user's name or other identifying personal detail.

Finally, in the ideal legislation, all such records should be made available only with the user's permission or by subpoena. The process should not interfere with the keeping of statistics, evaluation, or regular library routines. Also, any library employee who divulges confidential information should be held liable.

The next step was to confer with Kay Johnson, lobbyist for the Colorado Library

Heather McNeil McQuarie is children's librarian at the Edwin A. Bemis Public Library, Littleton, Colo., and chairs the Mountain Plains Library Association Intellectual Freedom Committee.

Association. She accepted the challenge and found sponsors for the bill. A first draft was written, but it omitted protection for children and gave the library director authority to determine whether or not the records would be made available.

Objections were loud and strong when the draft was presented at the 1982 CLA conference. The bill was rewritten to protect children in publicly funded libraries and withdraw responsibility from the director.

Testifying at the statehouse

On Jan. 18, 1983, Maryanne Brush testified in support of Bill No. 1114 before the Colorado House State Affairs Committee. "In order for people to make full and effective use of library resources," Brush stated, "they must feel unconstrained by the possibility that the books they read, the materials they use, or the questions they ask could become public knowledge. The present lack of protection could inhibit free usage of the library and have a chilling effect on the freedom to read."

The bill was read to the House three times and passed unanimously. Despite a last-minute Colorado Press Association campaign to stop the bill, the state Senate also approved it unanimously. On March 22, 1983, Gov. Richard D. Lamm signed the bill amending the Public Records Act and making library records confidential.

Now 23 states are legally protected by such legislation. Delaware, Illinois, Indiana, Louisiana, Maine, Massachusetts, Nebraska, and South Dakota have joined Colorado and the 14 states mentioned earlier. Each bill is different, depending on the individual legislatures, sponsors, and local power groups.

Advising the unprotected

To the 27 unprotected states, we offer the following advice:

1. Avoid unnecessary records! Think twice before committing a name to a written record.

2. Destroy records as soon as possible. Check with your local governing body to see if the city, county, school board, or other agencies set a time limit on record keeping, then determine what it should be for the library.

3. If your library uses names on borrower cards, consider using numbers or blacking out the names.

4. Be aware of information on public view owing to library procedure; e.g., overdue notices or filled-request notices mailed on postcards, names of patrons with overdues posted by the circulation desk, or titles of interlibrary loan or reserve requests given out over the phone to family members.

5. Stall. Establish a detailed policy procedure for making records available and hope that the person or agency requesting the information will become discouraged. Cite ALA's statement, but realize it can't legally protect you.

6. Contact the ALA Intellectual Freedom Office for information, advice, and assistance.

Most requests for records are innocent: "I just have to see that book for a term paper due tomorrow. Could you tell me who checked it out so I can get it?" "Oh, look! Edith's name is on the borrower's card. If she read it, I know it must be good!" "Could you tell me what books my daughter has checked out so I can make sure they're all returned?" Most patrons will accept your statement that such information is private. But some people believe that "you are what you read" and remain determined to link a borrower's name with a crime, belief, or moral issue.

If your state chooses to pursue confidentiality legislation, be sure you recognize the local organizations that might protest. Obviously, law enforcement agencies and investigators are the most likely groups to oppose privacy laws, but religious groups, private organizations, lawyers, parents, and the press may also become involved. Be alert and be prepared.

Finally, avoid compromises at the beginning of your efforts. Work toward the ideal legislation, since compromises will probably come later. Colorado's law protects only publicly supported libraries, which was a compromise. Also, realize that publicity on the legislation may increase public awareness of a right patrons never knew they had. If you propose a weak law, you could be in more trouble than when you started.

Colorado libraries now have legal protection, but few laws go untested. Librarians must consider new complications: When a parent telephones, do we tell whether or not a child is in the library? Do we help a teacher who suspects plagiarism? Do school policies, such as the Family Education Records Privacy Act, preempt state law and give parents the right to inspect library records? Only a test case will answer these questions definitely.

In the meantime, we recommend a confidentiality law in each of the 50 states, to protect the records, the institutions, ourselves, and most of all, the freedom to read. □

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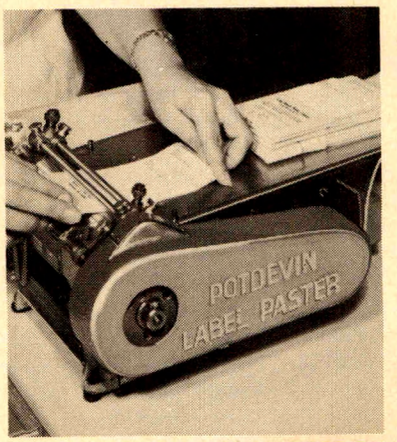

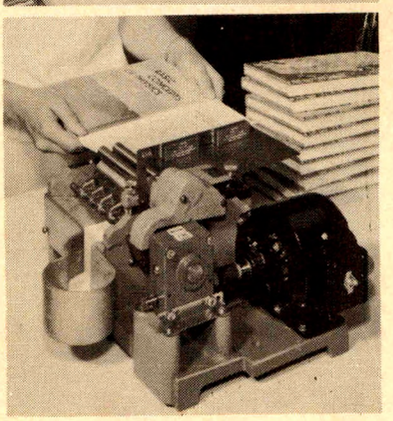

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Academic libraries: sifting fact from fiction

ACRL's third national conference confronts myths and seeks the "real"

by Susan Brandehoff

ALTHOUGH SPEAKERS AND conferees at the third national conference of the Association of College and Research Libraries identified many common myths associated with academic libraries, they found it more difficult to agree on realities. The attempts, however, sparked candid discussion, controversy, exchanges of wit, and enough ideas and information to simmer until ACRL's next conference in 1986.

The conference, held in Seattle April 4–7, was titled "Academic Libraries: Myths and Realities." It forcefully pointed out the diversity of opinion in higher education—especially between large institutions and their smaller counterparts—on the role of academic libraries on campuses facing technological, financial, and organizational change.

Nearly 1,400 librarians and 390 exhibitors from 46 states, Canada, and several other countries pushed attendance beyond expectations and prompted conference planners to offer copies of the proceedings to all registrants as a bonus.

Conference well paced

The conference was satisfying on many levels. A well-paced blend of theme addresses, practical "alternative format" sessions, refereed papers, and free time for exhibit-going was complemented by dashes of Northwest culture, such as a salmon bake and a tour of Seattle's international district. Eight of ACRL's highly regarded continuing education courses preceded the main meeting.

The Seattle conference was the last ACRL national meeting for Executive Director Julie Virgo, who resigns her post in June. Virgo received thanks from many speakers and conferees for her sure hand in managing what ALA President Brooke Sheldon termed "the flagship division of ALA—a model the whole Association could follow in developing a long-range plan, sticking to it, and navigating by it." ALA Executive Director Robert Wedgeworth also praised Virgo's leadership in a telegram sent to the conference.

Theme speakers—several of them college administrators—kept referring to the myth of the library as the "heart" of the campus. Most conferees agreed they've known all along *that* was a myth. But the "presence" of the academic library on campus, both electronically and through bibliographic instruction, reference services, and collection building, was the heart of the conference.

Kaye Gapen, dean of the library at the University of Alabama, focused on the need to go beyond the library to respond to technology-based changes in society and educational institutions. Gapen recently took part in some future-gazing sessions concerning academic libraries and change that emphasized the role of the library in campus information networks.

Entreprenurial management needed

Librarians and their leadership groups need to develop models of the "electronic campus," with libraries in an integral role in the local network of classroom and office cable, online searching, and other electronic avenues to information, Gapen said. Libraries must develop closer ties to campus computing centers so that together they can become the information centers for campuses. "If we fight with computing centers for funds," Gapen said, "libraries will probably lose."

The electronic campus scenario will require many changes in the types of decisions library administrators make, in library job descriptions, staff development, work cycles, and hierarchical organization. Above all, academic libraries must establish clear-cut "stages of growth" models, incorporate strategic planning mechanisms into administration, and develop an entrepreneurial management style to remain in the campus mainstream, Gapen said. Libraries have the opportunity to bring a "humanistic" aspect to increasingly technology-oriented acquisition and dissemination of knowledge. "But stepping outside our comfortable hierarchies will not be easy," she said. "It will require openness, initiative, and courage."

Paul Olum, president of the University of Oregon, Eugene, stressed the crucial importance of the research library in building and maintaining collections. Even in times of retrenchment, "the library materials budget must remain inviolable," he said. The University of Oregon has protected its library materials budget from both across-the-board reductions and inflation. However, library personnel and services budgets were reduced along with other campus services and departmental faculty.

In contrast, Gresham Riley, president of Colorado College, Colorado Springs, and Joe Rushing, chancellor of Tarrant County (Tex.) Junior College, Fort Worth, said they would cut acquisitions before personnel and services.

BI: how much and what kind?

Administrative policy differences between large research universities and smaller, student-focused colleges were also apparent in opinions about bibliographic instruction. Gresham Riley said that although many faculty consider BI an "add-on" and library orientation not basic to the educational mission, he considers librarians equal partners in the learning process. "Bibliographic instruction is integrally related to the primary content of every course," he said. "Librarians have a major role in helping students acquire the insight and critical thinking skills needed for lifelong learning through helping them master library search strategies." Riley sees the college library evolving into "an array of services across campus" rather than providing service in one physical place.

Olum, however, said librarians "have exaggerated the difficulty and importance of bibliographic instruction." Elevating it to the level at which it appears in every course is extreme, he said, acknowledging that such a view was probably not popular with his audience.

"New paradigm for librarianship"

In presenting a "new paradigm for librarianship" from the perspective of a library user, William Parson, a member of the faculty at innovative Evergreen State College, Olympia, Wash., spoke of the predictable, dehumanizing, and unimaginative bibliographic instruction that is often the norm for libraries. Parson said the librarians can occupy a central place in the academic community only if they concern themselves more with the critical treatment of information. Parson's paradigm unites the "fantastic array of abilities and experience" librarians possess with the educational goals of academic institutions. It moves libraries into a "proactive" relationship with their users. Librarians no longer wait for users' calls for service, but anticipate user needs and invite users to improve their efficiency in evaluating and processing information through responsive library programs. Librarians become, in essence, "sociologists of information," going beyond merely matching users with information to helping users conceive of what they can do with information, Parson said.

In the final theme session, William Moffett, director of the Oberlin (Ohio) College Library, described what he sees as a decline in the status of college libraries in ALA and ACRL, at the same time that research libraries are gaining ascendancy.

Moffett attributed the decline to the diversity of institutions and perspectives represented in the College Libraries Section of ACRL, as well as to the bias so common in American culture that "bigger is better."

While "overgrown educational behemoths" vie for research grants from multinational companies and "are hectored by collective bargaining and demands for cost effectiveness," the small liberal arts institution struggles for survival.

Academic librarianship is not immune to this bias, Moffett said. Library schools don't prepare students well for college reference work and bibliographic instruction. Library literature is dominated by writers from large institutions who have little to say about college libraries. And assistance from library agencies like the Council on Library Resources "almost invariably tilts to large institutions."

"The triumph of professionalism in academic libraries continues the bias," he continued. "Professionalism and specialization are what we term as success in this profession." Moffett predicted, however, that future educators will turn to small colleges for reform and renewal in postsecondary education, because the small college is "less captive to professionalism and more responsive to change."

Moffett's comments also apply to community college libraries, said Mary Sue Ferrell, of Western Nevada Community College, Carson City. Ferrell noted in the conference wrap-up session that out of nine theme speakers, only one was from a community college, and only two refereed papers treated community college library issues.

"Bands of holistic librarians"

Models for central library public services in the 1980s were proposed at one of the conference's four "alternative format" sessions. The integrated service model described by Kathleen Gunning, University of Houston, consolidates reference, collection development, online searching, and bibliographic instruction at one service point. Patrons interested in a subject would contact librarian subject specialists for any of the four services, and groups of library staff would also identify their own "client groups" around campus and offer services outside the library. According to Gunning, the integrated model can make libraries more comprehensible to users, enhance library response to change, and make library work more fulfilling and varied.

Patricia Swanson, University of Chicago, offered an "extended traditional" public service model that builds on the strengths of the traditional reference desk where "human, printed, and electronic resources are amassed," and adds other tasks and roles to vary the reference librarian's work. Swanson said the integrated service model is not specific enough, assumes "we all can do everything well," and can lead to work overload. Also, "we may not be integrating our services at the same time or rate, or in the same subject areas users need," she said. "It's often difficult to find these "small bands of holistic librarians," she added.

Discussion of the two models concluded that a combination of traditional and integrated service works best and that any configuration of support staff, librarians, and resources must respond to the needs of a particular institution.

Contributed papers

The 47 refereed papers read at the conference received mixed reactions, although word of mouth created a runaway bestseller in cassette sales: "A Matrix Model of Organization for a University Library Public Services Division," by Joanne R. Euster and Peter D. Haikalis of San Francisco State University. ACRL Vice-President/President-Elect Sharon Rogers, who chaired the conference wrap-up session, said contributed papers at ACRL national conferences "appear not to be working" as a form of scholarly communication, since papers from both the Boston and Minneapolis conferences have not been cited often in the literature. Rogers and Robert Pesek analyzed papers from all three conferences and found a shift from the "author biographer," who describes systems in various stages of development, to the "author analyst," who performs primary research and discusses issues.

Conference proceedings will be published in mid-1984; *College and Research Libraries* will publish theme session papers. Cassette tapes are available from Audio-Stats Educational Services, Inc., 2639 S. La Cienega Blvd., Los Angeles, CA 90034. □

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American Libraries' *first continuing education course: Lesson Four*

MODERN SUBJECT ACCESS in the Online Age

by Pauline A. Cochrane

CONTINUING OUR "MINI-SYMPOSIUM" ON subject access, we present this month the responses of four more practitioners and researchers concerning the role of the Library of Congress and its *Subject Headings* in improving subject access in U.S. libraries. Following the four statements, we hear from Lucia Rather, Mary K.D. Pietris, and Fred E. Croxton of the Library of Congress. At the end of this lesson, I have tabulated the comments and suggestions of our 10 respondents to aid course participants in their own analysis of issues we've raised. (See *AL*, April, p. 250–255, for responses of Marcia J. Bates, Margaret Beckman, Hans Wellisch, Sanford Berman, Toni Petersen, and Stephen E. Wiberley, Jr.)

Helping LC improve LCSH only constructive approach

Bates is right about the need to take an imaginative look forward. There are (at least) two ways to bring library subject access into the online age, and we must move on both of them. One is to take advantage of the computer's ability to carry out search strategies using key words found anywhere in a bibliographic record. Following this route could mean changing the MARC format by adding a field for uncontrolled subject descriptors or other subject-related text we want to include in the MARC record.

The second route, which Bates is emphasizing, is that of modernizing our existing controlled vocabulary system. Doing this is less a matter of altering the MARC formats or MARC records than of restructuring LCSH from a printed thesaurus into a tool for the users of online catalogs. In creating this new tool, it is important not to waste our time and intellect attacking LCSH (we will all be old and out of fashion some day) or wishing we could start an entirely new system. There are millions of LC subject headings embedded in our catalog databases and we are converting hundreds more to machine-readable form every day. Besides, subject analysis is expensive; libraries are dependent upon LC-supplied subject cataloging.

The only constructive approach is to seek ways to work with the Library of Congress in modernizing LCSH. In our July 1983 article in the *Journal of Academic Librarianship* (p. 148–155), J. Herschman and I suggest several ways to do this: restructuring LCSH into a hierarchical thesaurus distributed in machine-readable form and using the resultant thesaurus as an online public access tool; adding entry vocabulary and new headings to LCSH through cooperative projects; and designing systems that enhance access to LC headings in online records by linking the headings to users' keyword searches.

If we are to achieve the transition urged by Bates, we and the Library of Congress must begin to view LCSH not as the cumbersome, always out-of-date "red book," but as a National Subject Authority File Service that represents a cooperative effort among LC and other libraries to maintain, enhance, and distribute a subject thesaurus in machine-readable form. The Name Authority Cooperative (NACO) program* now underway provides a model, although a cooperative subject service is likely to require more centralized editing functions than are necessary for NACO. Ideally, the concept of a national subject authority service would extend to the LC classification schedules, since these too can be important online subject access tools.

To answer Bates's first question: LCSH has much potential for online subject access. But we have work to do.

CAROL MANDEL
Assistant Director for Access Services
University of California, San Diego

*Libraries participating in NACO contribute full authority records to the Library of Congress name authority file for new headings they establish in their own original cataloging. Records contributed by cooperating libraries are then distributed nationwide through LC's Cataloging Distribution Service.—Ed.

Online Catalogs need A&I subject access features

The inadequacy of Library of Congress Subject Headings and their inability to provide quality subject access have been well documented. Subject retrieval failures using LCSH are caused by: 1) a lack of currentness and specificity in subject headings; 2) inconsistent and awkward construction of multiword subject headings; 3) an unsystematic network of *see* and *see also* references; and 4) the sparsity of subject headings assigned to catalog records (an average of 1.8 headings per book).

Libraries have a tremendous investment in LCSH, and the expense of adding subject descriptors to bibliographic records locally is prohibitive. To improve subject access to library materials, we need to provide enhanced access to the information contained in catalog records and promote improvements and enhancements to LCSH.

Increasing the number of access points by providing title word and subject word searching capabilities in COM and online catalogs can improve subject retrieval. Keyword searching can also ameliorate LCSH's problems with heading construction and its lack of specificity. A greater number of headings should be assigned per record. The use of major/minor descriptors and a free text or identifier field should be examined. LCSH augmentation might be directed to subsets of library collections for which improved subject access is most important.

Libraries are performing online searches of *Books in Print, Ulrich's,* and the MARC and REMARC databases through commercial retrieval systems to improve local subject access. The local online catalog, with its potential for sophisticated user interfaces and online user assistance, will also offer the opportunity for improved subject access. Experience with online abstracting and indexing service databases has demonstrated the value of such techniques as term truncation, Boolean operations, proximity searching, and limit commands. These features will have to be added to online catalogs.

The linking of subject thesauri with LCSH and the use of classification scheme terminology could enhance subject access. In addition, a systematic subject authority system for LCSH needs to be constructed and made available in machine-readable form in a timely fashion.

WILLIAM MISCHO, director
Engineering Library
University of Illinois at Urbana-Champaign

LC subject headings will do for now

The short answer to Ms. Bates's question is that LC headings will do. The reason is not that they provide what we need, but that effective subject access to cataloged materials is increasingly being provided by other services. LC headings will do until we cease to need subject access in the library catalog.

Today, the scholarly abstracting and indexing services come very close to providing unified, cross-format subject access for their disciplines. When online catalog users tell us they would like access to the journal literature via the catalog, they are really telling us that they want one place to go for subject searching. The online indexing and abstracting services today add more records for books, per year, than the number of records added to the MARC file.

The library catalog is essential for inventory control and for locating items in the collection. It should be online for those reasons. We have plenty of opportunity to exploit computer and communication facilities to make the online catalog work well for us. Our efforts should go to providing for downloading of project search results, matching results against local holdings, delivering the needed items, and relaying orders for items not in the local collection via online document delivery services, rather than on improving LC headings in our present files.

In his address to a conference on "Prospects for the Online Catalog," Patrick Wilson presented an overview of the purpose of library catalogs. With regard to subject access he said:

> . . . Further and deeper inquiry will quickly have to abandon the subject catalog and turn elsewhere, to bibliographies and indexes and, above all, to the self-organizing apparatus of footnotes and bibliographies in books and articles. And that inquiry will then be led back to the author and title components of the catalog to find the particular items first discovered elsewhere.

As libraries evolve into the age of access to, rather than possession of, information services, the remaining function of the catalog is, as Wilson says, ". . . just what most people have always agreed it had to be, to help locate copies of books and texts that may have been learned about elsewhere. It has to be a local finding device."

SHIRLEY HARPER, director
Catherwood Library, New York State School
of Industrial and Labor Relations
Cornell University, Ithaca, N.Y.

Finer subject indexing needed

One point I would make is that current subject indexing seems too shallow. In large files such as Melvyl (the University of California online catalog), one retrieves too much or too little—even when a search is narrowed further through the computer's post-coordinate searching of atomised precoordinate subject headings. LCSH just was not designed for large online catalogs. Boolean AND or AND NOT operators seem to have too severe an impact on search results. Finer indexing may help.

MICHAEL BUCKLAND, dean of the library school
and Asst. V.P. for Library Plans and Policies (acting)
University of California, Berkeley

* * *

Comments from the Library of Congress

We at the Library of Congress are pleased that Pauline Cochrane has made the reactions to Marcia Bates's statement of 1977 available to us.

We agree with Bates's reevaluation that the ability to search in online systems by individual words in titles, notes, and subject headings provides good access that overcomes some shortcomings of LC subject headings. When this searching capability is available in an online system that also includes LC subject authority records and cross references, the result can be a good system for finding works in a database.

Both the search strategy design and the loading of LC authorities are a responsibility of individual libraries and utilities. The Library of Congress is attempting to provide better service by designing an improved machine-readable subject authority system that will be updated in a manner similar to the updating of name authority records. However, implementation is not expected to begin for another two years.

Those such as Mandel and Mischo, who wish to augment LC bibliographic data with uncontrolled vocabulary, may use the 653 field in the MARC format for bibliographic records for such terms. This field is used by several bibliographic utilities. Lack of staff prevents the Library of Congress from adding such terms to its own records.

We hope to embark on a project to improve our *see also* reference structure by making the references more hierarchical and reducing the number of "orphaned" headings that have no references. This would address some of the concerns mentioned by Mischo and Mandel. However, even the best system of cross references in LCSH would not help libraries that are unable to place this information in their online catalogs. We are aware that few libraries can afford to maintain *see also* references in their card catalogs, and we hope that this will not

also be true in online catalogs.

Some suggestions from the 10 respondents about what to do with LCSH appear to contradict each other. While Berman would have more headings assigned to individual works and to types of works that now receive no subject headings, Wiberley notes the problems of information overload and the need to aid users who find too much information. It may well be that the depth of analysis, and therefore the number of subject headings assigned to an individual work, inevitably depend on the size of the collection into which the work will be placed: many access points are needed for small libraries, whereas large libraries need few access points. This viewpoint assumes that the large library is more likely to have whole books devoted to subjects that may only be chapters of more general works in small libraries.

Harper points out an aspect of LC subject headings often forgotten: the purpose of subject headings is to serve as a finding device to locate items on a subject in a collection. Access to the detailed contents of books should be provided by indexes and indexing services, not by subject headings on bibliographic records.

One longstanding impediment to changing LC subject headings continues to be the large number of catalog records bearing old subject headings in catalogs at LC and in other libraries. The economic implications of change must be considered as improvements to LCSH are contemplated.

The suggestion from Mandel that LC begin cooperative efforts to improve LCSH has been partially implemented with the inauguration of the Entry Vocabulary Project (EVP), in which several libraries contribute *see* references to LCSH. We plan to expand participation in this program and to enable other libraries to propose new subject headings in ways similar to efforts underway in the Name Authority Cooperative program. Now that Judith J. Henderson has been named as the Coordinator for Cooperative Subject Cataloging Projects, we are able to explore these options.

MARY K. D. PIETRIS
Chief, Subject Cataloging Division
LUCIA J. RATHER
Director for Cataloging
Processing Services
Library of Congress

Yes, LCSH can be cleaned up and modernized. It needs to be and the politics, as Wellisch calls it, are for it.

Buckland is someone who seems to remember Mortimer Taube's terminology. I am strongly influenced by his findings and how they point to free language. I feel the investment of

Table 1. Suggestions to the Library of Congress for improved subject access

Topic	Respondent(s)	Suggestion
CATALOG RECORDS	Petersen, Mischo, Wiberley, Mandel, Berman, Buckland	Enhance with aid of subject specialists; create more access points per record
MARC format for catalog records	Mandel, Mischo, Beckman	Add a field for uncontrolled subject descriptors*
SUBJECT AUTHORITY RECORDS	Petersen	Define elements of subject authority record separately from its subdivisions
SUBJECT TERMINOLOGY	Mischo, Petersen, Berman	Improve adequacy and specificity; correct inconsistency of form
Cross reference structure	Mischo	Change unsystematic network of references; form hierarchies*
Replacing LCSH with natural language	Beckman	Structure terminology using artificial intelligence (AI) techniques
RETRIEVAL FEATURES		
Sophisticated keyword searching	Mischo, Bates, Buckland, Beckman	Adopt for online catalog
Full text searching problems	Bates, Wiberley, Mandel	Remedy by automatic display of related term or hierarchy
Library catalogs or database for subject access?	Harper	Library catalogs only for inventory control
Integration of MARC and non-MARC records in files	Beckman	Put artificial intelligence in program for retrieval system to get dynamic results
POLITICAL ISSUES*		
Transform LCSH and LC classification into National Subject Authority Service	Mandel	Follow lead of NACO (Name Authority Cooperative project)
Form new entity—U.S. National Library	Wellisch	Such a library would serve the nation as a bibliographic center

* specific comment from Library of Congress on this point

great amounts of money in an LCSH expansion or replacement is probably bad economics when we have dictionaries and thesauri, such as Roget's, that can be imbedded in our systems.

When subject cataloging led only to card catalogs the name of the "pigeon hole" or "file folder" was important and needed a definition. That is not so important now. The user comes to the automated file with a knowledge of natural language and its nuances just as the author comes to the publisher with a manuscript. Why shouldn't the subject cataloger use that same language, letting everyone lean on the same lexicographic tools? I think it would be more effective and more economical in the long run. Names are discrete, subject terms are not.

The changes will be evolutionary, of course. As Harper suggests, these changes will be forced by the subject disciplines and shaped by the politics.

FRED E. CROXTON, director
Automated Systems Office
Library of Congress

* * *

Analysis of responses

Several respondents have focused on the same issues listed in Table 1, Lesson Three of this course (*AL*, April, p. 250). One respondent, Sanford Berman, has carried through on his suggestion to enhance catalog records and has prepared Alternative Cataloging in Publication records which his library system and others can use because all the data are in machine-readable form. Another respondent, Toni Petersen, is engaged in a new thesaurus project which might eventually replace LCSH in art libraries and museums. Many now see that efforts must be undertaken beyond the Library of Congress to improve subject access. Retrieval system design changes are certainly not within LC's power. Only the system LC has designed for its own use is under its control. Retrieval system changes will be made by vendors, online catalog designers, and bibliographic networks like OCLC, RLIN, WLN, and UTLAS. They, not LC, control what the online catalog in our own libraries may look like. The response from Margaret Beckman at Guelph even envisions changes beyond what present technology can do. She sees major changes being brought about by the application of AI (Artificial Intelligence) techniques in fifth generation computers, which some predict will be in general use in five to ten years. Because we can expect more technological changes, we will focus in the next part of the course on how changes in computers will affect subject access.

The last four topics in Table 1 focus on technical and political changes that many people say should occur for improved bibliographic apparatus in general. We will not elaborate on these suggestions in this course, as they go far beyond subject access topics.

Having read the most recent thoughts of these experts on subject access, what do you think? If you have any questions you would like to ask of me or of any of our expert panel, please send them to *American Libraries*, 50 E. Huron St., Chicago, IL 60611, and we will direct them to the appropriate person for a response. □

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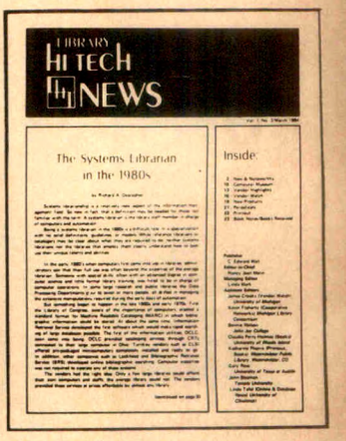

JOURNAL NEWS

● The quarterly **Journal** provides in-depth coverage of the new technologies affecting library operations. It evaluates, describes, and reports on the selection, installation, maintenance, and integration of systems and hardware.

● The monthly **News** reports on the very latest news and developments affecting information management.

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software showcase

Overdue Writer:

Overdue notice program for small libraries

by Robert Skapura

Ed. note: "Software Showcase" features announcements of microcomputer programs of special interest to library professionals. Software designers are invited to submit brief factual descriptions of their programs for consideration.

Inclusion of a product in this department in no way constitutes endorsement by ALA or any of its units.

ONE OF THE MOST PROMISing aspects of microcomputers entering libraries is that working librarians (those in the trenches) now have an opportunity to develop practical, useful tools for library management. And unlike most technological innovations of the past few years, this one is downright cheap. Any librarian who wanted to create a 16mm film, videotape, or videodisc found that it required both a great deal of expensive equipment and a certain artistic flair to make the final product look professional. Microcomputer programs require only the time, a machine, a programmer, and a good idea. The time may turn out to be more than first estimated, but both microcomputers and programmers seem readily available.

Few librarians can have a micro in their library for very long without wondering if it can't be put to work doing some of the repetitive tasks necessary to run a library. It was out of such "wondering" three years ago that the first version of the Overdue Writer was created. It was designed not by one librarian but by two: Joseph Ward and Robert Skapura. Librarians are a particular lot, some might say peculiar. No two of them do things exactly the same way. Thus if a computer program is designed by only one librarian, there's always the risk that it will be unique to that library. Collaboration insures that the final product will come closer to universal applicability.

Robert Skapura has been librarian at Northgate High School in Walnut Creek, Calif., for the past eight years. He is currently on a six-month leave of absence to work as a consultant to the Library Software Co.

Can serve as circ system

The Overdue Writer can be used as a full circulation system or simply as a writer of overdue notices. It will produce individual overdue notices, lists by room location or teacher, and master lists. It runs on Apple II+ or IIe or TRS-80 model III or IV computers and requires only one disk drive. Generally it takes about 20 minutes a day to enter data and do updates.

The Overdue Writer has only one procedure that must be followed. There must be a unique number on each check-out card. Computers work fastest and most efficiently when they can search all records looking for a number rather than a name or title. If accession numbers are already used, nothing need be done. Those librarians not accessioning must put a unique number on each check-out card, but this should not be done until after an item has been checked out. This can be done with a hand-held numbering machine that advances each time a card is stamped. These numbers are not put on the book, the book pocket, the shelf list or anywhere else; they go only on the check-out card and they are put there after the material has been checked out. A check-out card receives a number only once, no matter how many times the book is checked out. This number is referred to as an ID number and the computer uses it to search and update records quickly.

Throughout the weeks information is typed in on a formatted screen. Putting in the initial information is hardly different from doing the first overdue. But as books are returned to the library, they are carded and put back on the shelf immediately. Nothing is done with the computer. Then just before printing overdues or bills, the check-out cards that are still at the circulation desk are taken out and only the ID numbers are typed into the computer. The computer is instructed to send overdues or bills for only those cards and to ignore all the others. Rather than telling the computer to delete the records of those returned, the Overdue Writer tells the computer to print the overdues or bills of those that remain.

This system has two advantages: 1) updating can be done very quickly by simply typing in a series of numbers; 2) everything can be done by carrying a handful of cards, never the books themselves, to the computer. The computer allows you to update returned books in a matter of minutes. Since the information is already in the computer, lists, second and third notices, and then bills can be generated as fast the printer can print. A complementary program, The Overdue Collector, automatically accumulates the active records from the Overdue Writer disks and permits the librarian to maintain just one disk of long-term overdues.

It is not even necessary for the computer to be in the library. The system was designed to operate if you can simply use a computer sometime during the day, even if it is located outside the library. All that is needed is a few minutes of computer time each day.

The Overdue Writer was included in *Electronic Learning* magazine's "Notable Software 1982–83," and it was listed by *Booklist* in an article called "Software's Greatest Hits."

The program is $149.95 from The Library Software Company, P.O. Box 23897, Pleasant Hill, CA 94523. Full descriptions and sample printouts of all Library Software Company programs are available upon request. □

SECOND OVERDUE NOTICE - NORTHGATE HIGH SCHOOL LIBRARY COPY #1

NAME: BRAKER, GARY
LOCATION: WARD/1

TITLE: POEMS OF THE UNKNOWABLE
I.D. # : B678

AUTH/CALL #: 808.81/LIV
OVERDUE SINCE: 10/30/83

PLEASE RETURN ITEM TO LIBRARY

---- FINES/OVERDUES ----

NORTHGATE HIGH SCHOOL LIBRARY

NAME:	LOCATION:	FINE/CALL#:	DATE DUE:	RETURNED:	ID #:
BRAKER, GARY	WARD/1	808.81/LIV	10/30/83		B678
BUTTERWORTH, ELLEN	WARD/3	MOR	10/30/83		C23
CIPOWSKI, STAN	WARD/1	AGE	10/30/83		C672
DAMRON, NANCY	B-13	COH	10/30/83		B78
EAST, KIM	WARD/5	MAR	10/30/83		C56
GARCIA, TOM	MEYERS	001.5/AND	10/30/83		B89
GRANGER, GLEN	WARD/2	LOE	10/30/83		C450
LAWRENCE, KEN	B-3/4TH	HEM	10/30/83		999
MCREAL, JERRY	B-13	THO	10/30/83		B234
MILLER, JIM	123	ALL	10/30/83		900
SKAPURA, ROBERT	B-13	CAL	10/30/83		C57
STOLTZ, C.F.	B-13	BRO	10/30/83		A123
WALKER, JOHN	42/1	HAW	10/30/83		101

A sample overdue notice and a master list produced by the Overdue Writer.

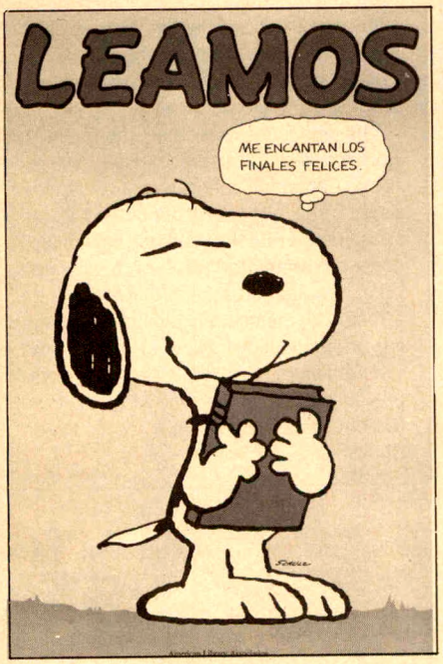
youthreach

Nonfiction books conference

Noted authors of children's science books will be among the participants at the First International Conference on Children's Nonfiction Books June 18–22. Sponsored by the Brigham Young University library, library school, and others, the conference will take place at BYU's Wilkinson Center.

Among the conference leaders are Vicki Cobb, author of *Science Experiments You Can Eat*, and Seymour Simon, author of more than 60 science books, including *The Paper Airplane Book*. Also present will be Leonard Everett Fisher, author/illustrator of such works as *The Glassmakers*, and James Giblin, editor and author of *The Chimney Sweep*. Beverly Kobirn, publisher of a newsletter that reviews nonfiction books for youngsters called *The Kobirn Letter*, and Peter Usborne, a British publisher of nonfiction books for children, will participate as well.

For those who preregister before May 31, prices are $100 noncredit and $155 for two semester hours credit. After May 31, prices are $120 for noncredit or $175 for credit. Noncredit for a single day costs $25. For information, write Conferences and Workshops, Office 147, Harmon Building, BGU, Provo, UT 84602 (or call 801-378-3556).



Snoopy READ poster in Spanish. Charles Schulz's popular READ poster is now available in Spanish. A result of a cooperative effort by ALA's Public Information Office and the Sociedad de Bibliotecarios de Puerto Rico, the poster may be ordered for $3 plus $1 postage and handling (prepaid) from PIO/ALA, 50 E. Huron St., Chicago, IL 60611.

First YA novel contest winner

Delacorte Press has announced the winner of a new annual prize to a first-time author of an outstanding young adult novel. It is Joyce Sweeney's *Center Line*, one of 800 submissions that were analyzed by editors. An honorable mention has been awarded to Roberta Hughey's *The Question Box*.

Sweeney is a 27-year-old writer from Ormond Beach, Fla. In her novel, the eldest of five motherless brothers, Shawn Cunnigan, realizes he and his siblings have taken enough abuse from their alcoholic father. Taking their father's car, they leave their home in Ohio. At first being on their own is full of adventure, but as the story progresses the group begins to fall apart under the pressures of survival.

Sweeney was awarded a $1,000 cash prize and a contract guaranteeing a $4,000 advance against royalties. Film rights to the novel were acquired by Center Line Films with Benjamin Melnicker as producer. Sweeney will write the screenplay.

The 245-page novel is $14.95 from Dela corte Press, 1 Dag Hammarskjold Plaza, New York, NY 10017 (83-14322, 0-385-29320-8).

Poster sets available

Library Binding Service is offering, at $5 for the pair, two 24-by-38-inch full color posters honoring current and past Newbery and Caldecott medal winners.

The Newbery poster includes winners from 1922 through 1984's recipient, *Dear Mr. Henshaw* by Beverly Cleary. The Caldecott poster features winning picture books from 1938 to 1984's winner, *The Glorious Flight* by Alice and Martin Provensen. Each poster illustrates the covers of the winning titles. To order, send payment to Library Binding Service, Treasure Trove Covers, P.O. Box 1413, Des Moines, IA 50305.

Michael Jackson Look-Alike Contest packs the house

Close to 500 children and adults crowded into the Louisville Free Public Library March 3 to see who could best impersonate entertainer Michael Jackson.

Boys and girls from six to 14 queued up to dance like Jackson for one minute apiece. They did their toe-over-instep turns and moonwalks to cuts from either *Thriller* or *Off the Wall* albums.

Spectators occupied every horizontal surface, including the stacks, to watch contestants perform their routines and show off costumes.

"Whoever mimics Michael Jackson the best—the motions that portray him—will win," said Tony Fields, one of two disc jockeys who judged the contest. He added that race or sex would not be a factor.

A young contestant mimics the moves of Michael Jackson for a contest at the Louisville Free Public Library.

Because so many contestants appeared—57 youngsters performed—the dancing had to be split up into two sections for a runoff. Ten finalists then competed for the showdown in the children's room.

First prize, four tickets to King's Island Amusement Park, went to 12-year-old Devon Khan, apparently a Jackson double.

"I thought I was going to lose at first," Khan said. "I couldn't really dance that good." David Herron, a 10-year-old who wore a sequin-trimmed shirt and a glitter-encrusted white glove, won second. The prize was a calculator. Herron said he had been practicing for months.

The Michael Jackson Look-Alike Contest was conceived by Dorothy Seymour, a children's librarian at the Parkland Branch Library.

"We've never seen anything like this at the library," said Mary Somerville, manager of children's services. "The newspaper said that at least 500 people showed up, but the reporter didn't see the huge crowd who couldn't even get into the rooms. I would say we had about a thousand people here."

Somerville has received letters and phone calls from people all over the country asking for details on the way the program was conducted. □

ala report

Preregister for jobs by June 4, OLPR advises job center users

The ALA Placement Center will be open for applicants and employers in the Dallas Convention Center, West Hall, June 23–26. The hours of operation are: Saturday, June 23, noon–5 p.m.; Sunday, June 24, 9 a.m.–5 p.m.; Monday, June 25, 9 a.m.–5 p.m.; and Tuesday, June 26, 9 a.m.–2 p.m.

To help speed processing and eliminate long lines, the Office for Library Personnel Resources urges applicants and employers to preregister before June 4. Registrations will also be accepted at the conference.

Job seekers and employers will again be able to purchase the completed applicant and job listings by classification category (type of library or function) or in whole sets, mailed from the Dallas conference site.

To obtain forms or price lists and data on purchasing completed sets, contact OLPR at Headquarters. Please enclose a self-addressed stamped no. 10 envelope in requesting a single employer or job-seeker form. Enclose a mailing label with requests for multiple forms.

Orientation and comfort

Applicants and employers are invited to attend an orientation workshop for Placement Center users Saturday, June 23, 9:30–11 a.m., conducted by Terry McLaughlin. A second workshop titled "Job Hunting: Cover Letters and Interviewing," conducted by Jeanne Isacco and Catherine Smith, will be held Sunday, June 24, 8–10 p.m.

Volunteers familiar with the placement service will again staff the Job Seekers' Comfort Station, providing advice and guidance. They will also critique resumes during placement center hours.

Dallas deadlines

The June issue of *American Libraries* will feature the program highlights of ALA's 103rd Annual Conference in Dallas June 23–28. Some events requiring advance reservations are announced below.

Social Responsibilities Round Table

Coretta Scott King will receive a special citation at the Coretta Scott King Award Breakfast in the Reunion Ballroom, Dallas Hyatt Regency Hotel, Tuesday, June 25, 7:30–9:30 a.m. The event is sponsored by the Social Responsibilities Round Table Coretta Scott King Task Force. For tickets, send a $15 check (payable to ALA/SRRT/CSK Breakfast) with a self-addressed stamped envelope to Cordie Hines, Dallas Public Library, 1515 Young St., Dallas, TX 75201, by June 5. Tickets will also be sold at the Conference Meal Ticket Desk through June 24, but not at the breakfast itself.

Friends of Libraries USA

Rosalynn Carter, author of *First Lady from Plains*, will address the Friends of Libraries USA author luncheon Monday, June 25, noon–2 p.m. By June 8, send check or money order for $16 (payable to ALA) to the FOLUSA Luncheon, Public Information Office, at Headquarters.

Young Adult Services Division

Norma Fox Mazer, whose latest book, *Someone to Love*, was selected for the 1983 Young Adult Services Division "Best Books for Young Adults" list, will speak at the YASD author luncheon on Sunday June 24, at noon.

For advance tickets, send a check or money order for $15.75 (payable to ALA) to the YASD Author Luncheon, at Headquarters, by June 8.

Library Instruction Round Table

The Library Instruction Round Table invites all librarians interested in library instruction to join LIRT members at moderately priced meals in Dallas. Write Rosa Babcock, Learning Resources Center, El Centro College, Main and Lamarr, Dallas, TX 75202 by May 15.

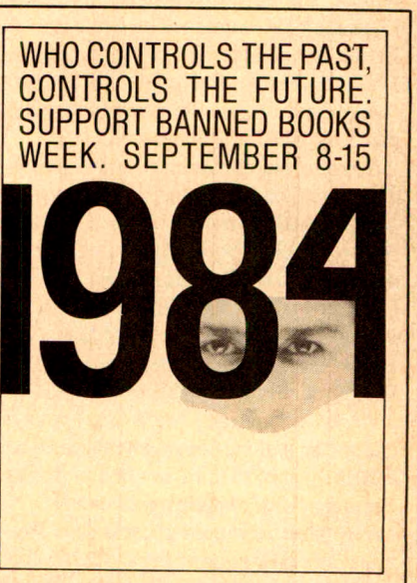
LAMA at Union Station

The Library Administration and Management Association plans a social hour, program, and supper, Sunday, June 24, 5–7:30 p.m. at Dallas Union Station.

Participants will receive complimentary microfiche copies of papers on the program theme, "Accessing the Future: Managing Growth and Change," selected by LAMA President Nancy McAdams. For an advance meal ticket, good for supper, one drink, and a microfiche copy of the president's papers, send a $17 check (payable to ALA/LAMA) to LAMA at Headquarters before June 8.

PLA-FLRT dinner

The Public Library Association Armed Forces Librarians Section and the Federal Librarians Round Table are sponsoring a dinner program, "Marketing the Library," Saturday, June 23, 7–10 p.m. Fred Goodman of Porta-Structures Industries, Inc., will speak. For tickets, send $16 check or money order (payable to Nina Jacobs) to Nina Jacobs, Base Library 60 ABG/SSL, Travis AFB, CA 94535. Deadline: June 15.



Banned Books Week poster

George Orwell's *1984* and the threat of National Security Directive 84 are themes of the third annual Banned Books Week, Sept. 8–15. The event is sponsored by ALA, the American Booksellers Association, the American Society of Journalists and Authors, the Association of American Publishers, and the National Association of College Stores.

The sponsors urge their members to work together to raise community awareness concerning the dangers of censorship. Three posters are included in the 1984 Banned Books Week Kit, which also contains annotated lists of challenged books, a list of books that would be affected by the security directive mandating prepublication review of former government employees' statements, and other publicity materials. The kit is $8 from Banned Books Week, ALA, 50 E. Huron St., Chicago, IL 60611.

ASCLA Awards Reception

The Association of Specialized and Cooperative Library Agencies will present its 1984 awards at a reception in the Dallas Rooms East and West, Dallas Public Library, Saturday, June 28, 6–8 p.m.

Tickets are $9.50 each by advance registration no later than June 15. Send check or money order (payable to ALA) to the ASCLA Awards Reception at Headquarters.

Square dance at the Longhorn

The annual Junior Members Round Table social at Annual Conference will "Bring 'em Back to the Longhorn," the historic Dallas ballroom, on Monday, June 25, 10 p.m.–2 a.m.

JMRT festivities will include square dancing to the calls of Joe Lewis, who will teach guests how, and a square-dance exhibition. Ticket price includes all the draft beer anyone can drink, setups, munchies, and the Longhorn Band.

For advance tickets, send checks for $13 payable to JMRT with a self-addressed stamped envelope to Sharon Herfurth, 1515 Young St., Dallas, TX 75201. At the convention and at the Longhorn Ballroom door, the price will be $15.

Exhibits visitors

Students, teachers, school and business officials, and others who do not plan to register at the conference may visit the exhibits in the Dallas Convention Center June 23–26. For a free badge permitting admission to exhibits only, send a stamped, self-addressed envelope to Exhibits Visitors Badges, Conference Arrangements Office, at Headquarters, by June 1.

ALTA President's breakfast

The American Library Trustee Association has invited "People from the States" to its President's Breakfast Sunday, June 24, 7:30–9 a.m. Trustees may purchase tickets at $10.95 before June 15. Send check or money order (payable to ALA) to ALTA President's Breakfast at Headquarters.

ALTA literacy luncheon

Literacy authority Jonathan Kozol will speak at the American Library Trustee Association luncheon Sunday, June 24, 11:30 a.m.–2 p.m. Send $15 check or money order (payable to ALA) before June 15 to ALTA Luncheon, at Headquarters.

JMRT Awards Breakfast

The Junior Members Round Table Awards Breakfast Sunday, June 24, 7:30–9 a.m., features keynote speaker Hugh Atkinson. Tickets are $13 by advance registration no later than June 13. Send check or money order (payable to Junior Members Round Table) to Brenda Pacey, Lincoln Trail Libraries System, 1704 W. Interstate Dr., Champaign, IL 61821.

ACRL and quality circles

The Association of College and Research Libraries Community and Junior College Library Section luncheon at 11:30 a.m., Sunday, June 24, will focus on "Quality Circles: New Approaches to an Old Game."

Tickets at $12.50 may be ordered before June 9 by sending check or money order (payable to Paul Dumont) to Paul Dumont, District Service Center, Dallas County Community College, 4343 N. Highway 67, Mesquite, TX 75150.

PLA Award Brunch

The Baker & Taylor Company will cosponsor the Public Library Association Allie Beth Martin Award Brunch Sunday, June 24, 11 a.m.–1 p.m. Tickets at $15 may be ordered before June 8. Send check or money order (payable to ALA) to PLA ABM Brunch, at Headquarters.

Newbery/Caldecott Dinner

The Association for Library Service to Children Newbery/Caldecott Awards Dinner is scheduled for Sunday, June 24, 8–11:30 p.m. Tickets are $31 by advance registration no later than June 8. Send check or money order (payable to ALA) to ALSC, N/C Dinner, ALA Headquarters.

Chinese-American dinner

The Chinese-American Librarians Association buffet dinner will be held Sunday, June 24, 6–8 p.m. Tickets are $15; the deadline is June 10. Send check or money order (payable to Chinese American Librarians Association) to Norma Yueh, Library, Ramapo College of New Jersey, Mahwah, NJ 07430.

ALTA dinner dance

The American Library Trustee Association Gala will be held at the Lancers Club, Sunday, June 24, 7:30–10 p.m. Tickets at $40 may be ordered by June 15. Send check or money order (payable to ALTA Gala) to ALTA, at Headquarters.

Midwinter Meeting now Jan. 5–10

The dates for the 1985 ALA Midwinter Meeting in Washington have been changed from Feb. 2–7 to Jan. 5–10, Executive Director Robert Wedgeworth announced in March.

The ALA Conference Arrangements Office recommended the change, Wedgeworth explained, because room rates at the Sheraton Washington Hotel are some $15 lower in January than in February. Rates for the Jan. 5–10 period range from $65 to $71 for singles and $75 to $81 for doubles.

Wedgeworth also noted that the new dates correspond with the Jan. 7–12 period of this year's Midwinter Meeting, which attracted 5,210 registrants and broke all previous attendance records.

International Reception

"A Dallas Delight" is the annual International Relations Round Table reception for foreign librarians at Union Station, Pullman Room, Monday, June 26, 5:30–7:30 p.m. Tickets are $10.50 before June 15. Send check or money order (payable to Interna-

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tional Relations Round Table) to Jean Collett, St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103.

AASL Awards Luncheon

Author David Macaulay will speak at the American Association of School Librarians Awards Luncheon Monday, June 26, 12:30 −3 p.m. Order the $16 tickets before June 1 by sending check or money order (payable to ALA) to AASL Awards Luncheon, ALA Headquarters.

ALA Inaugural Banquet

E.J. Josey will begin his term as president of ALA at the Inaugural Banquet at the Hyatt Regency Hotel, Wednesday, June 27, 6−11 p.m. Tickets are $25 per person, $200 for a table of eight. By May 29, send check or money order (payable to ALA) to ALA Inaugural Banquet, Conference Arrangements Office, at Headquarters.

Your input requested

• Gloria Novak, chair of the Library Administration and Management Association Library Buildings Awards Committee, seeks entries by Oct. 1 for the 1985 building awards. Renovated and rehabilitated library interiors will again be eligible. For brochures and application forms, contact Roger Parent, LAMA executive director, at Headquarters.

Novak also needs jurors for the awards program. Applicants must be ALA member librarians who have played a key role in a recent building program. Prospective jurors should send their qualifications by June 1 to Gloria Novak, Library Space Planner, Main Library, University of California, Berkeley, CA 94720.

• The Library and Information Technology Association Discussion Group on Automated Authority Control is distributing a three-page questionnaire on the creation of online-authority-control files. Results will be reviewed at discussion group meetings in Dallas June 25 and 26, 11:30 a.m. to 12:30 p.m. For a copy of the questionnaire, contact LITA at Headquarters or write Barbara B. Tillett, Head, Technical Services, Scripps Institution of Oceanography Library, C−075C, University of California/San Diego, La Jolla, CA 92093.

• What library system, library, academic department, or cooperative group would like to host the 1985 Arbuthnot lecture next April or May?

The Association for Library Service to Children has selected Patricia Wrightson, the Australian-born author of *The Crooked Snake, The Nargun and the Stars,* and *The Ice Is Coming,* to deliver the 16th annual lecture. The program will be supported by the Scott, Foresman Company and Atheneum Publishers.

Prospective hosts may obtain application forms from Anne Carlson Weeks, ALSC executive director, at ALA Headquarters. The completed applications are due June 15.

• Editors and papers are needed to celebrate the 25th anniversary of *RQ,* the Reference and Adult Services Division quarterly, beginning in fall 1985. Six themes have been chosen for the anniversary issue: evaluation and measurement of reference and information services, the future of fee-based reference and information services, the use of nonbibliographic information services, the diversity of adult services, collection development for reference and adult services, and information networks.

Prospective editors should apply to *RQ* Editor Kathleen Heim by May 15, 1984, indicating the issues of interest and expertise in the area. Authors should send abstracts to Heim. Members may apply as both theme editors and writers. Write Kathleen Heim, RQ Editor, School of Library and Information Science, Louisiana State University, Baton Rouge, LA 70803.

• The Library Administration and Management Association Middle Management Discussion Group solicits ideas, experiences, and other relevant info on dealing with problem employees. The data will be summarized in a "Hot Tips" brochure to be made available in Dallas at the program "Problem Employees: Improving Their Performance" cosponsored by the discussion group, the LAMA Personnel Administration Section, and the Office of Library Personnel Resources Advisory Committee Monday, June 25, 9:30 a.m. to noon.

Send your tips to Sue Golden, Assistant Director for Automated Systems, 216 Library, 1408 W. Gregory Dr., University of Illinois, Urbana, IL 61801.

ALANET tests prototype forms, adds AP Videotex newswire

ALANET, ALA's electronic mail and information service, now offers interlibrary loan and photocopy request facilities, enhancing cooperation among participating libraries.

Subscribers can complete ILL forms online for instant delivery to the electric mailbox of the lending library. The forms are prototypes developed by the Z39 Subcommittee AA being tested by ALANET. Subscribers are encouraged to comment on the forms.

The Associated Press Videotex also was recently added to the ITT Dialcom electronic news. Every day, AP Videotex files about 250 stories produced in New York by a special editorial staff. The stories are added to the wire latest to oldest, with the latest displayed first.

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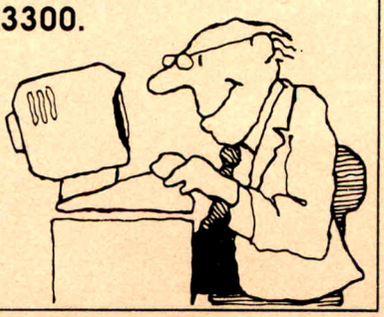

Other major newswires available on ALANET are the United Press International and Deutsche Press Agentur.

For information on ALANET, contact Joel Lee, Headquarters Library, 50 E. Huron St., Chicago, IL 60611 or telephone 312-944-6780.

Doyle leaves OIF for IFLA post

Robert Doyle, assistant to the director of the Office for Intellectual Freedom since 1980, was appointed coordinator of the 1985 general conference of the International Federation of Library Associations and Institutions (IFLA) effective April 30.

The conference is expected to attract 2,500 librarians from all over the world to Chicago August 18–25, 1985. The U.S. organizing committee is chaired by New York Public Library President Vartan Gregorian and ALA Executive Director Robert Wedgeworth.

Staff appointments announced

Walter Brueggen, assistant exhibits manager, was appointed ALA conference manager in April. He succeeds Chris Hoy, who retired last June.

Before coming to ALA in 1978, Brueggen worked in trade show and convention meeting management in Chicago for more than 12 years. Earlier he spent eight years in the hotel sales management field.

Silas Wilson began work April 4 as the new ALA controller, succeeding Sheldon Landman, who has resigned (*AL*, April, p. 260). Until recently he was senior vice-president for administration at Desaulniers Printing Company in Milan, Ill. From 1966 to 1982 he was vice president in charge of finance and administration at Year Book Medical Publishers in Chicago.

LITA-Baltimore on cassettes

Recordings of two programs presented at the first national conference of the Library and Information Technology Association in Baltimore last September are now available for purchase or rental.

The introductory six-hour information technologies seminar was conducted by Brigitte Kenney Sept. 17. Videocassettes of the seminar, including a workbook, may be purchased for $250 for the three-fourths-inch U-matic format or $150 for the half-inch VHS. The seven-day rental fees are $100 or $75, respectively.

The day-long telecommunications workshop coordinated by Gary Ross was recorded on five audiocassettes Sept. 21. The cassettes are available for purchase only at $34.

The programs may be ordered from Information Yield, 3111 Stonecrest Dr., Syracuse, NY 13214. Specify Videocassette—LITA Information Technologies, noting format and purchase or rental; or Audiocassettes—LITA Telecommunications Workshop. LITA members receive a 10-percent discount on purchase prices only.

Unit offerings from 50 E. Huron

Growth without Expansion: Baltimore County Public Library Long Range Plan II, 1983–88, by Eleanor Jo Rodger and Vernon E. Palmour. 75 pages, $6 from the Public Library Association (83-22471).

Library Buildings Consultant List, Library Administration and Management Association Buildings and Equipment Section. 33 pages, $10 from LAMA. □

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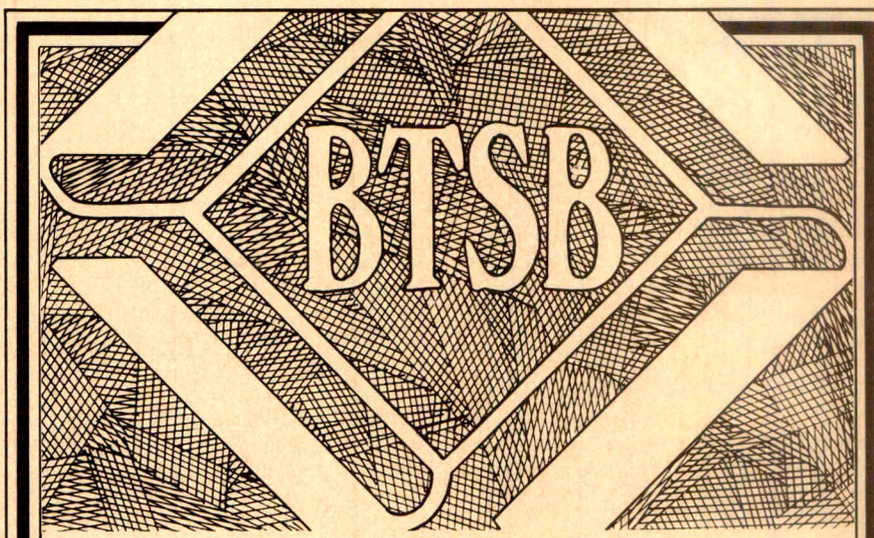

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The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

nonprint

Films on Central America. Media Network, a national information center on alternative media, has published a *Guide to Films on Central America*. The 16-page guide offers evaluative descriptions of 40 films, videotapes, and slideshows on the conflicts in El Salvador, Guatemala, Honduras, and Nicaragua, focusing on U.S. involvement in the region. The publication also lists distributors, low-cost film libraries, and speakers bureaus, and gives suggestions for planning a successful film program. $2 plus 50¢ postage from Media Network, 208 W. 13th St., New York, NY 10011.

Media equipment dictionary. The *Dictionary of Library and Educational Technology* defines nearly 800 terms used in connection with audiovisual equipment. Author Kenyon Rosenberg also supplies criteria for equipment selection and a selective bibliography.

The expansion of coverage to include reprography, micrographics, communications, and computers nearly doubles the number of terms defined in the first edition of the work, published as *Media Equipment: A Guide and Dictionary* in 1976. 197 p., $24.50 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (83-19641, 0-87287-396-X).

French-Canadian AV catalog. Nearly 7,000 16mm films, video recordings, filmstrips, and other Canadian audiovisual materials in French are described in a new 1,100-page catalog. Called *Le Tessier* in tribute to Quebec motion picture pioneer Albert Tessier, the French-language catalog features title, subject, author, and series indexes to the entries, which are arranged in Dewey Decimal order. The volume also gives the addresses of 117 Canadian distributors. $45 Canadian from La Centrale des Bibliotheques, 1685 est, rue Fluery, Montreal, Quebec H2C 1T1 Canada.

Artists on film and tape. *From Museums, Galleries, and Studios* describes over 600 films, videocassettes, and audiocassettes featuring interviews with visual artists or showing them at work. The entries, arranged by artist, give bibliographic citations, descriptive annotations, distributors, and purchase and rental prices. The 199-page volume, compiled by Susan P. Besemer and Christopher Crosman, also includes a directory of producers and distributors and a 4,000-entry index by artist, interviewer, title, and subject. $35 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (83-22710, 0-313-23881-2).

The world of the handicapped child is a world that *all* youngsters will recognize as their own. This deeply affecting book shows how fully and richly handicapped children share in the normal experiences of childhood.

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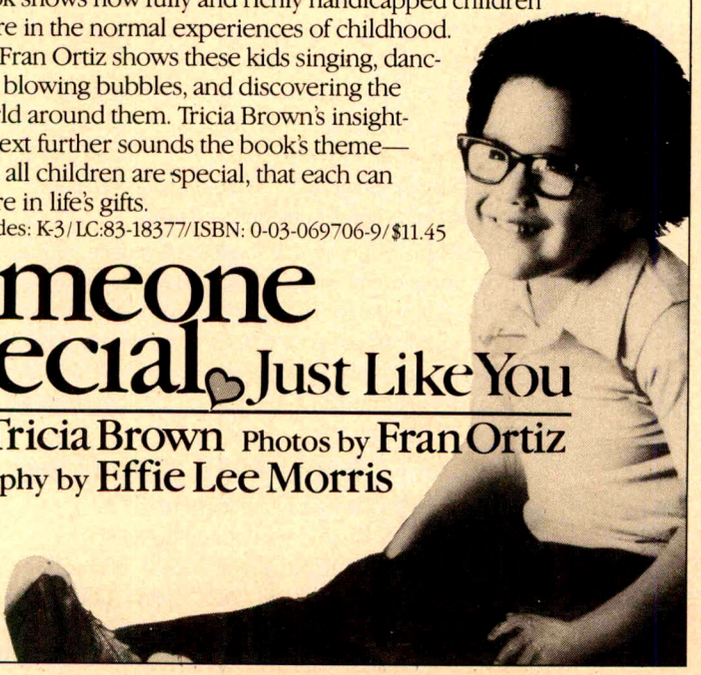
Grades: K-3/LC:83-18377/ISBN: 0-03-069706-9/$11.45

Someone Special Just Like You

Text by Tricia Brown Photos by Fran Ortiz

Bibliography by Effie Lee Morris



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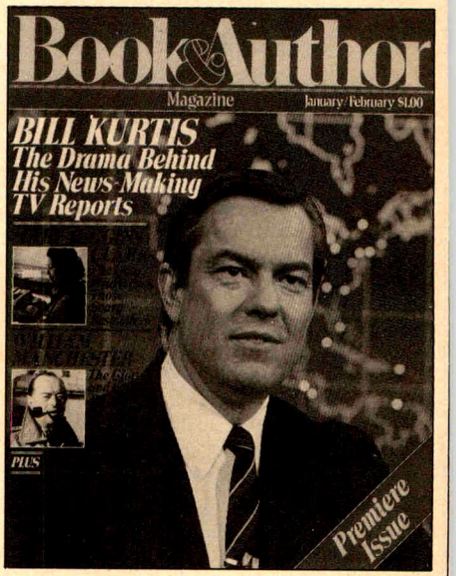

Book & Author is a new monthly magazine aimed at "people who like books." Each issue will contain features on current authors and their books, news and reviews of recent titles, a special readers' section, and other departments. One-year subscriptions are $10 from Book & Author Magazine, Subscription Dept., 232 S. Meramec, St. Louis, MO 63105.

Drug education resources. The American Council for Drug Education is a nonprofit organization that provides current information on the health effects of marijuana, cocaine, and other psychoactive drugs. For a brochure describing monographs, pamphlets, films, and a school library kit available from the group, write the American Council for Drug Education, Inc., 6193 Executive Blvd., Rockville, MD 20852.

Who's Who in American Music: *Classical* contains biographical entries for 6,800 currently active and influential performers, composers, educators, administrators, librarians, managers, and other music professionals. The 582-page

Bang, zoom. "The Honeymooners" is just one of the 150 shows documented in *Television Comedy Series*. The illustrated guide gives episode-by-episode listings and plot summaries of every situation comedy now in syndication, from the Golden Age of Television through the 1980 season. Coverage ranges from the classic ("Burns and Allen") to the contemporary ("M*A*S*H"), with everything in between. Who can forget "The Dick Van Dyke Show"? Who can remember "Hey Landlord"? Who can stomach "My Mother the Car"? Joel Eisner and David Krinsky, authors of the monumental 866-page work, that's who. They've also provided air dates, background information, and credits for cast, writers, and directors, as well as an exhaustive index that even covers guest stars on individual episodes. $49.95 from McFarland and Co., POB 611, Jefferson, NC 28640 (83-42901, 0-89950-088-9).

volume also includes indexes by geographic location and professional classification. $125 from R.R. Bowker, POB 1807, Ann Arbor, MI 48106 (0-8352-1725-6).

Recipe roundup. *The Garland Recipe Index* covers the contents of 48 general, ethnic, and specialty cookbooks—from Claiborne and Child to *The Vegetarian Epicure* and *The Book of Tofu*—arranged in a single alphabetical listing. Compilers Kathryn W. Torgeson and Sylvia J. Weinstein have indexed thousands of recipes by name, principal ingredients, and cooking style, indicating "quick and easy" and "classic" recipes and the presence of illustrations. A unique finding aid for libraries with strong collections of current cookbooks, the 314-page volume is $35 from Garland Publishing, 136 Madison Ave., New York, NY 10016 (82-49257, 0-8240-9124-8).

Mapping out atlases. Over 100 general world atlases are evaluated in *Kister's Atlas Buying Guide*, the latest work from reference book critic Kenneth F. Kister (author of the *Encyclopedia Buying Guide)*. A lengthy introduction discusses the selection criteria involved in choosing an atlas, and appendixes include a chart comparing the major features of the atlases, directories of publishers and out-of-print map dealers, and a bibliography of books and articles on maps and atlases. 236 p., $37.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004 (82-42920, 0-912700-62-9).

Technology in education. The *1984 Directory of Resources for Technology in Education* lists sources of information on the use of microcomputers and, to a lesser extent, instructional television in schools. The 243-page guide is divided into sections covering national and state associations, conferences, computer camps, summer institutes, periodicals, databases, funding sources, and other areas. $19.95 cloth, $12.95 paper from Far West Laboratory for Educational Research and Development 1855 Folsom St., San Francisco, CA 94103 (0-914409-02-6).

Poems in popular periodicals. Hundreds of poems published in nonliterary magazines in the late 1950s are now accessible through the *Index to Poetry in Popular Periodicals, 1955 – 1959*, by Jefferson D. Caskey. Poems appearing in 44 publications ranging from *American Heritage* to the *Harvard Business Review* are indexed by title, first line, author, and subject. 269 p., $29.95 from Greenwood Press, 88 Post Rd, West, Westport, CT 06881 (83-22584, 0-313-22227-4).

tech services

Will Dewey work online? A grant of $94,350 from the Council on Library Resources to OCLC and Forest Press is funding a research project on "The Dewey Classification as an Online Searcher's Tool for Subject Access, Browsing, and Display in an Online Public Access Catalog." Forest Press, publisher of the Dewey Decimal Classification, is adding $55,000 to the project and OCLC is contributing computing facilities and overhead costs for a total budget of $304,246.

Karen Markey of OCLC is principal investigator of the four-phased project, which began Jan. 1 and continues through September 1985. Phase one will seek a consensus of expert opinion on the DDC fields and text needed for online access. The second phase will build DDC

Outstanding Reference Sources of 1983

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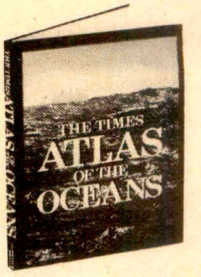

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The Modern Russian Dictionary for English Speakers provides an invaluable reference source for English students of Russian at all levels, those who need to communicate "actively" in the language, and teachers of Russian. Moreover, the work also genuinely meets the needs of Russian users, both teachers and students.

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The Source

into a demonstration online catalog and test its effectiveness as an online searching tool. Library patrons and staff will then test DDC online, and the final portion of the study will involve evaluation of the project and distribution of results.

Markey predicted the study will provide library patrons with "a powerful new tool" for subject searching that goes beyond current alphabetical and keyword approaches to subject headings.

Simple cataloging for small libraries. Arthur Curley and Jana Varlejs have completely revised and rewritten *Akers' Simple Library Cataloging* to reflect AACR2; the *Sears List of Subject Headings*, 11th ed.; and *Abridged Dewey Decimal Classification*, 11th ed. Library of Congress classification is not included.

The purpose of the new 7th edition is to teach librarians in small public, school, college, or special libraries who do not have professional training how to catalog a library collection. The entire text has been updated and reorganized and almost all examples are new. The authors also expanded the chapter on audiovisual and nonbook materials. Appendixes include selected abbreviations from AACR2, a glossary of cataloging and related terms, and a bibliography of cataloging aids.

384 p., $16.50 from Scarecrow Press, Inc. POB 656, Metuchen, NJ 08840 (83-14423, 0-8108-1649-0).

Paperback PRECIS guide. The revised second edition of *PRECIS: A Manual of Concept Analysis and Subject Indexing* offers a simplified and general approach to PRECIS theory and application and reflects 10 years' experience with the system.

PRECIS (PREserved Context Index System) is used by the British Library for subject indexing of its catalogs and publications. It can be used to construct a very specific subject approach to any library catalog.

The new edition by Derek Austin, who developed PRECIS, offers a system overview and a step-by-step guide to its use. The work includes chapters on thesaurus construction, system management, output options, and the role of PRECIS in online searching.

£8.50 (£5.25 each for 12 or more copies); for an order form, contact Marketing Office, The British Library Bibliographic Services Division, 2 Sheraton St., London W1V 4BH, England (0-7123-1008-8).

New Wyoming union catalog. Every Wyoming county library system and community college and the University of Wyoming have received copies of the state's first union catalog. Produced by the state library to encourage resource sharing, the catalog comprises 420 microfiche containing records for 215,740 unique titles recently acquired by Wyoming libraries.

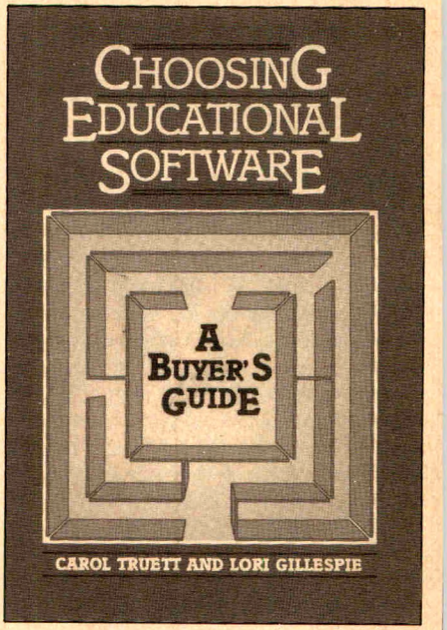
The catalog was compiled using OCLC archive tapes from participating libraries and from Library of Congress card numbers sent to the state library since 1976. Plans call for a new catalog each year and for six-month supplements.

Guidelines for monograph orders. Changes in acquisitions work, including the Standard Address Number (SAN), the Standard Order Form, and online systems, are reflected in the revised second edition of *Guidelines for Handling Library Orders for In-Print Monographic Publications*. The work was prepared by the Bookdealer-Library Relations Committee of the RTSD Resources Section.

The guidelines make basic recommendations about librarian/bookdealer relationships in handling orders for books, pamphlets, and most other monographs, including monographs in series. They cover such topics as order form formats and data elements, claims, cancellations, returns, and invoicing. An appendix offers a "consumer's guide" to prepayment.

21 p., paper, from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (83-22307, 0-8389-3299-1).

microcomputing



Choosing Educational Software: *A Buyer's Guide* is an introduction to evaluating and purchasing software for grades K–12. Authors Carol Truett and Lori Gillespie offer guidelines and sample forms for evaluating programs, information on directories of available software, descriptions of journals and other selection aids, and a bibliography of further readings. 216 p., paper, $18.50 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (83-24906, 0-87287-388-9).

Calls for papers. Proposals for papers and poster sessions are being sought for a "Library Software Conference" to be held at the Philadelphia Hilton October 15–16. *Library Software Review* is sponsoring the two-day seminar, focusing on software applications for minicomputer and mainframe systems as well as microcomputers. The program will include

demonstrations of software packages, product updates by vendors, discussions of software installation and integration in libraries, and advice on software selection. Librarians, educators, and software designers should send proposals on these and related topics to Nancy Jean Melin, Editor, *Library Software Review*, 520 Riverside Ave., Westport, CT 06880.

The Greater Cincinnati Library Consortium (GCLC) is soliciting program proposals for a workshop on the use of microcomputers in academic, public, school, and special libraries. The workshop, titled "The Incredible Usable Microcomputer—Library Applications," will be held September 18 in Cincinnati. Programs should illustrate commercial software adapted for library use or describe "home-grown" library software. For more information and proposal forms contact the GCLC Office, Central Library 447, University of Cincinnati, St. Clair at Woodside Pl., Cincinnati, OH 45221-0033. Deadline for submission of proposals is June 15.

Template clearinghouse. Microcomputer Libraries, a library consulting firm, and the Highsmith Co. have formed a not-for-profit clearinghouse to promote library management applications of general purpose software. Libraries can obtain "templates" (or blank forms) from the clearinghouse to use with their commercial spreadsheet or database software. All templates distributed by the clearinghouse are in the public domain; in fact, users are encouraged to duplicate the templates and share them with other libraries.

Initial offerings include templates for the Apple II and IIe versions of Visicalc and DB Master. Charges for the templates, covering only the costs of duplication, are $5 for single diskette templates and $7.50 for double disk.

For more information on the project or to donate applications templates for public domain distribution, write Eric S. Anderson, c/o Microcomputer Libraries, 145 Marcia Dr., Freeport, IL 61032.

librarian's library

Harrod's Librarians' Glossary *and Reference Book* has been a standard work in the profession since 1938. The British publication encompasses terms used in library and information science, printing and publishing, archives, and related fields.

A new edition of the glossary is now available, adding some 300 entries to the 1977 fourth edition and revising over 700 others, mostly in the areas of information technology, telecommunications, and computer applications. 861 p., $69.95 from Gower Publishing Co., Old Post Rd., Brookfield, VT 05036 (83-17174, 0-566-03460-3).

Medieval libraries. *The Handbook of Medieval Library History* is a translation of volume 3, chapter 5 of the encyclopedic *Handbuch der Bibliothekswissenschaft* (Handbook of Library Science). Written by Karl Christ and translated and edited by Theophil M. Otto, the 492-page survey divides the thousand-year span of the Middle Ages into early, middle, and late periods, with material in each section arranged by country or type of library. The text covers the political, sociological, and cultural developments of the period that affected book production, book collection, and the practice of librarianship. $35 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (83-15226, 0-8108-1654-7).

Science or not? The library/information science profession is based more on technique and technology than on actual science, relying instead on scientific principles developed in linguistics, statistics, and other disciplines. Most of the leading researchers in the field transfered their attention to computer science in the early 1970s, and no substantive research has occurred since then.

That's the provocative premise of *Research and Information Science: What Where We've Been Says About Where We Are*, a Dalhousie University Library Occasional Paper written by Martha W. West. She proposes the development of a center for research to stimulate research activity and promote cross-fertilization with other fields. 73 p., paper, $11.50 from the School of Library Science, Dalhousie University, Halifax, Nova Scotia B3H 4H8 Canada (0-7703-0175-4).

Quantitative Methods *for Library and Information Science* is an application-oriented text explaining statistical methods, aimed at postgraduate library school students as well as practicing librarians and information scientists. Author I. K. Ravichandra Rao based the 271-page volume on lectures he delivered at the Documentation Research and Training Centre in Bangalore, India. Chapters cover probability theory, correlation studies, sampling methods, testing of hypothesis, and other topics. $24.95 from John Wiley & Sons, 605 3rd Ave., New York, NY 10158 (82-21375, 0-470-27393-3).

intellectual freedom

The Right to Information, edited by Jana Varlejs, publishes the proceedings of the 21st annual Rutgers GSLIS Alumni-Faculty Symposium held in 1982. Representatives from academe, publishing, the information industry, and librarianship discuss the right of privacy vs. the right to know, copyright and the new technologies, private sector publication of government information, and librarians' role in defending public access to information. The 88-page paperback also includes a select, annotated bibliography on right-to-information issues. $9.95 from McFarland and Co., POB 611, Jefferson, NC 28640 (83-26750, 0-89950-097-8).

"Empty Shelves, Empty Minds" is a videocassette produced by the Washington Coalition Against Censorship as a tool for speakers

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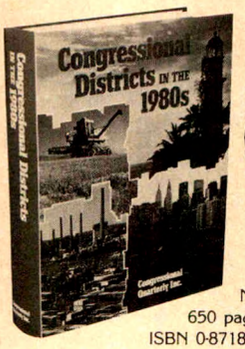

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addressing groups on intellectual freedom issues. The 13½-minute program covers Constitutional protections, reasons materials are attacked, the role of the public librarian, selection vs. censorship, ways to resist censorship, and other areas. Background materials supplied with the tape include "Books Under Fire," a reproducible handout. Available in VHS, Beta, and ¾-inch formats for $50 plus $5 shipping from the Washington Coalition Against Censorship, 2101 Smith Tower, Seattle, WA 98104.

When librarians were censors. At the time of ALA's formation in 1876, librarians served as moral censors, banning books they considered offensive or harmful to the community. By 1939, when the first Library Bill of Rights was adopted, librarians had become guardians of the freedom to read.

The events and attitudes leading to this shift are examined by Evelyn Geller in *Forbidden Books in American Public Libraries, 1876–1939: A Study in Cultural Change*. The study approaches censorship as part of the professional ideology of book selection, showing how librarians have changed their values and their concept of the public interest over the years. Approx. 272 p., $29.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (83-12566, 0-313-23808-1).

Promoting access to documents is the aim of *Public Access to Government Information*, a theoretical and practical guide for both documents librarians and those unfamiliar with government publications. Authors Peter Hernon and Charles R. McClure examine public access in the context of bibliographic control, collection development, resource sharing, new technologies, marketing, administration, and other areas. In addition to Government Printing Office publications, the volume covers technical reports, state and local resources, and international organizations. 482 p., $49.50 cloth, $25 paper from Ablex Publishing Corp., 355 Chestnut St., Norwood, NJ 07648 (83-25797, 0-89391-100-3 cloth, 0-89391-252-2 paper).

bibliography

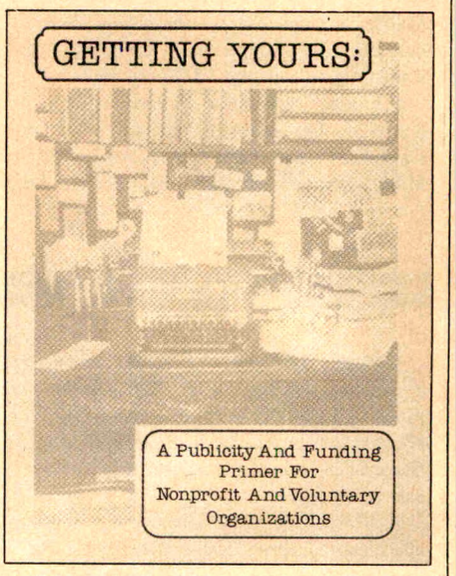
Staying in style. *Style Manuals of the English-Speaking World: A Guide* is a comprehensive listing of 231 current, nontechnical style manuals. The first section of John Bruce Howell's bibliography describes manuals for general use, followed by a section of guides for individual disciplines from agriculture to zoology. Appendixes list manuals for nonsexist language and writing about disabled people. 138p., $22.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004 (82-42916, 0-89774-089-0).

Reading on running. *Running: A Guide to the Literature* offers a rundown of titles devoted to the sport. Authors Bob Wischnia and Marty Post provide descriptions and recommendations for 335 training manuals, biographies, guides for travelers, works of fiction, and other books and pamphlets. Appendixes list running publications and associations and Olympic champions and world record-holders. Entries are alphabetical by author, with title and subject indexes included. 148 p., $18 from Garland Publishing Co., 136 Madison Ave., New York, NY 10016 (83-48258, 0-8240-9105-1).

Architecture: *A Bibliographic Guide to Basic Reference Works, Histories, and Handbooks* also covers specialized literature on building technology, types of buildings, city design, and landscape architecture. Author Donald L. Ehresmann annotates 1,359 books written in Western European languages between 1875 and 1980. 354 p., $55 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (83-19600, 0-87287-394-3).

Black autobiographies. The newly revised and expanded *Black Americans in Autobiography* contains 710 annotated entries, some 58 percent more than the 1974 edition. The 193-page guide, compiled by Russell C. Brignano, lists autobiographies and books with autobiographical elements written since the Civil War. Each entry includes basic information on the author and NUC symbols of libraries holding the title. The entries are indexed by occupation, title, and location. $27.50 from Duke University Press, 6697 College Station, Durham, NC 27708 (83-20505, 0-8223-0559-3).

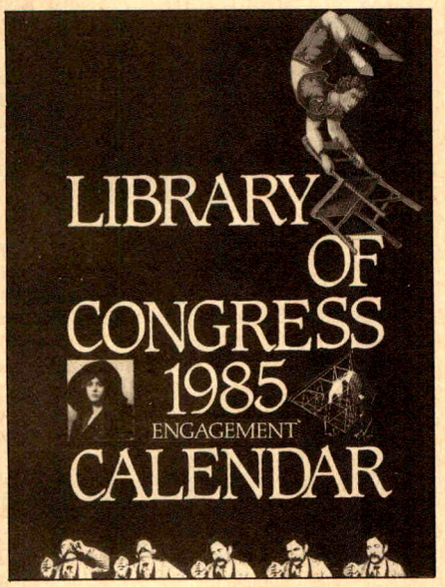
publicity



Guide to getting. *Getting Yours* is a publicity and fundraising handbook aimed at nonprofit and voluntary organizations, produced under a grant from the U.S. Department of Health and Human Services. The manual contains practical information on handling media relations, producing newsletters and brochures, working with other groups and individuals in the community, identifying funding sources, and other areas. 84 p., paper, $6 from Contact, Inc., POB 81826, Lincoln, NE 68501-1826.

The Art of Fund Raising is a guide to all aspects of a fundraising campaign, from conducting a feasibility study, forming a committee, and recruiting a chairperson to rating potential givers, publicizing the campaign, and setting up special events. Author Irving R. Warner, a consultant with 35 years' fundraising experience, also offers statistical information and tips on new techniques such as planned gifts and direct mail. The 176-page mass market paperback is $3.50 from Bantam Books, 666 5th Ave., New York, NY 10103 (0-553-24128-1).

Make a date with a moneymaker. Libraries and friends groups looking for a fundraising product can order multiple copies of the *Library of Congress 1985 Engagement Calendar* at a special discount for resale.



The 7-by-9-inch, wire-bound desk calendar will feature over 70 illustrations from the library's collections, most in color, including a page from a Gutenberg Bible, the earliest map of Manhattan, and a 10th-century Chinese scroll. Each calendar page covers one week, with plenty of space for marking notes and appointments.

The suggested retail price is $10, with libraries' discounts ranging from $8.50 for one copy to $5 each for 100 or more, plus shipping. For full ordering information write GMG Publishing, 25 W. 43rd St., New York, NY 10036.

License to love. A 6-by-12-inch "Love My Library" license plate, red on white with a black border, is available for $3 prepaid from the Mideastern Michigan Library Cooperative, 1026 E. Kearsley St., Flint, MI 48502.

Newsletter abetter. Camera-ready copy for library newsletters is available from the Library Newsletter Service. The new company is headed by David Bryant, a suburban New Jersey library director with 12 years of library public relations experience. Subscribers can receive the copy on a quarterly, bimonthly, or 10-issues-per-year basis, in a choice of formats. For samples and a full description of services send $1 to Library Newsletter Service, POB 637, Belleville, NJ 07109.

info briefs

Facsimile transmission directory. The *FAX/NET Public Access Facsimile Station Directory* lists over 900 companies offering facsimile transmission service for a per-page fee. The stations are located in large cities, smaller towns, and rural areas throughout the United States. Entries, arranged by state and city, include the necessary machine compatibility information. $32.50 prepaid (add $2.50 shipping if invoiced) from Perimeter, Inc., POB 27222, Minneapolis, MN 55427.

Government Computer News is a monthly tabloid newspaper for computer managers, professionals, and end users in the federal government. Each issue contains news stories on computer use in government agencies, articles on software and applications, information on procurement, announcements of new products, book reviews and other features. The publication is free to employees in federal, state, and local government; for a subscription application write *Government Computer News,* 1620 Elton Rd., Silver Spring, MD 20903.

Information and Misinformation: *An Investigation of the Notions of Information, Informing and Misinforming* uses philosophical methods to develop notions of information and misinformation. Author Christopher Fox explains information as propositions rather than in terms of the probability of the occurrence of events, forming a theoretical foundation for information science. The interdisciplinary scope of the work encompasses linguistics, philosophy, communications, and computer science as well as librarianship and information science. Number 23 in the Contributions in Librarianship and Information Science series, the 223-page volume is $29.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (83-5545, 0-313-23928-2).

International telecommunications. *Issues in International Telecommunications Policy: A Sourcebook* is a guide to legal information on this complex field. Five chapters cover the International Telecommunications Union, the regulatory environment, transborder data flow, telecommunications and trade policy, and intellectual property. For each subject, editor Jane H. Yurow has compiled an essay by an expert in the area; annotated summaries of U.S. laws, regulations, and court decisions; digests of treaties and agreements; descriptions of activities of key international organizations; a selective, annotated bibliography; and other information. 260 p., $49.95 plus $2 shipping, prepaid, from Sourcebook, The George Washington University, Center for Telecommunications Studies, Washington, DC 20052 (83-082231, 0-9612072-0-5). □

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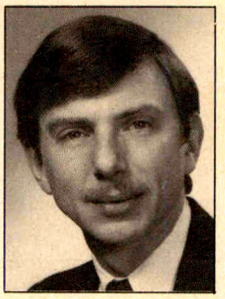

Paul Hudson

June 1 ALA Councilor-At-Large **JENNIFER CARGILL** will become associate director of libraries for technical processing at Texas Tech University, Lubbock. . . . **LEONA H. SALZMAN** is now assistant director of the Clinton-Essex-Franklin Library System in Plattsburgh, N.Y. . . . March 1 ALA member **LYNN MAGRATH** became deputy director of the Pikes Peak Library District in Colorado Springs, Colo. . . . **PAUL T. HUDSON** has been named deputy librarian of the Public Library of Cincinnati and Hamilton County (Ohio) main library. He succeeds ALA member **JACOB EPSTEIN**, who recently retired. . . . At the Milton S. Eisenhower Library of Johns Hopkins University in Baltimore, Md., **EDWARD L. ROSENFELD** is now associate director for collection services; and **BARBARA J. SNEAD** is head of the Acquisitions Department. Both are ALA members. . . . Feb. 29 ALA member **JEAN BLACKWELL HUTSON** retired from NYPL's Schomburg Center for Research in Black Culture. Her distinguished career in black-history librarianship included service as Schomburg's curator and later as chief. . . . Edinburgh University in Scotland has awarded information technology fellowships to two ALA members: **RICHARD DE GENNARO**, director of libraries at the University of Pennsylvania, Philadelphia, and **JOHN SCHROEDER**, director of research and development at the Research Libraries Group, Inc., based at Stanford (Calif.) University. They will study the applications of information technology to bibliographic data handling, including the feasibility of exchanging bibliographic data between U.S. and United Kingdom research libraries. . . . The American Hospital Association headquarters library in Chicago, Ill., recently announced two appointments: **ELIZABETH CRABTREE** as staff specialist, collection organization, and ALA member **JUNE FIFTY** as staff associate, information services. . . . ALA Councilor-At-Large **JODY BUSH** is now assistant director of Berkeley (Calif.) Public Library. Another ALA member, **FRANCISCA SCHNEIDER**, recently became supervising librarian of BPL's West Branch. . . . July 1 **SIDNEY VERBA** will become director of the Harvard University Library, Cambridge, Mass., as well as Carl H. Pforzheimer University Professor at the school. He will succeed **OSCAR HANDLIN** in both posts. . . . July 1 **SHARON J. ROGERS**, president-elect of ALA's Association of College and Research Libraries, will become librarian of the Melvin Gelman Library at George Washington University, Washington, D.C. Rogers currently serves as associate dean of libraries and learning resources at Bowling Green (Ohio) State University. . . . ALA member **ROY MERSKY** has been elected a member of the American Law Institute, a select body of approximately 1,900 leading figures in the legal profession. A past president of the National Librarians Association, Mersky is currently on leave from his post as director of the law school library at the University of Texas at Austin to serve as visiting director of the New York (N.Y.) Law School Library. . . . The Washington Library Media Association recently presented its College/University Administrator of the Year award to ALA member **BARBARA TOLLIVER**. Tolliver, who is director of continuing education at the University of Washington library school in Seattle, is 1983/84 president-elect of the Pacific Northwest Library Association. . . . In March ALA member **JAMES W. FRY** became Michigan state librarian. . . . ALA member **MARY ANN MERCANTE** will become executive director of the Missouri Library Network Corporation, headquartered in St. Louis, on July 1. . . . In January **JEAN STEVENS**, head of the Education Library at the University of Texas at El Paso, received the Donald M. Foos Award for the Librarian of the Year from the Border Regional Library Association. . . . ALA member **MILTON MITCHELL**, director of the Indianhead Federated Library System in Eau Claire, Wis., is the new president-elect of the Wisconsin Library Association. . . . **CHERYL WILSON** is 1983/84 president-elect of the New Mexico Library Association. . . . Six ALA members have been selected for the 1984/85 Academic Library Management Intern program of the Council on Library Resources: **JOSEPH J. BRANIN**, assistant director for collection development at the University of Georgia Libraries, Athens; **NICHOLAS C. BURCKEL**, associate director of the library/learning center at the University of Wisconsin-Parkside; **JAMES ALAN COGSWELL**, head of circulation at Princeton (N.J.) University Library; **CAROLYN LOUISE HARRIS**, head, preservation department, at Columbia University Libraries, New York, N.Y.; **ARLYNE A. JACKSON** associate librarian, collection manager, and head of user services at the Massachusetts Institute of Technology's Dewey Library in Cambridge; and **PAUL DOUGLAS METZ**, head, user services department, at Virginia Polytechnic Institute and State University, Blacksburg. . . . ALA member **MARY D. LANKFORD** is the 1984 recipient of the Distinguished Library Service Award for Texas School Administrators from the Texas Association of School Librarians. Lankford is director of libraries and media services for the Irving Independent School District. . . . **SUSAN R. FALB** is the first historian of the Federal Bureau of Investigation, Washington, D.C. . . . ALA member **BETH PERRY** recently became Rhode Island state librarian. . . . **MONA C. COUTS** is now vice president, operations, at Blackwell Library Systems, Great Neck, N.Y. She last served as vice president, information systems, at Warner-Eddison Associates, a library consulting firm in Cambridge, Mass. . . . ALA member **STEVEN MALLINGER**, Librarian II for the Pennsylvania Bureau of Corrections, recently received a 1983 Outstanding Performance award from the bureau. . . . At the Library of Congress **ROBERT G. ZICH** is now director of the Office of Planning and Development and **DOROTHY GREGOR**, formerly UC/Berkeley's associate university librarian for technical services, is chief of the Shared Cataloging Division. . . . July 1 ALA member **JOHN SHERIDAN** will become head librarian of the Tutt Library at Colorado College in Colorado Springs. He will succeed **GEORGE FAGAN**, who retired last year. . . . **ELOISE KIRK** is 1984 president-elect of the National Association of State Educational Media Professionals. . . . ALA member **DIANA R. NORTON** recently became youth services consultant for the Mid-York Library System in Utica, N.Y. . . . The Ohio Educational Library/Media Association has voted **DONNA BOYLAN** its 1984 president-elect and ALA member **ELLEN STEPANIAN** the 1984 recipient of its Award of Merit. . . . ALA member **NANCY BUNIMS D'AMICO** is now bibliographic systems analyst at CL Systems, Inc., West Newton, Mass. . . . At the Oklahoma Department of Libraries, **INEZ DILLON PRINSTER** is project administrator of a year-long study to assess the condition of archives and historical records throughout the state. . . . ALA member **ANNIE MAY GILBERT** recently retired as chief of materials processing at Dallas (Tex.) Public Library. She was 1979/80 president of the Texas Library Association. . . . **MARY CAY ROJTAS-MILLINER** is now retrospective conversion librarian at the Jennie King Mellon Library of Chatham College, Pittsburgh, Pa. . . . ALA member **BRUCE BUMBALOUGH** is now systems librarian for the Northwest Kansas Library System, in Norton. . . . Four ALA members recently joined the library staff at Virginia Polytechnic Institute and State University in Blacksburg: **LOWELL ASHLEY** as humanities cataloger (music); **MICHAEL D. CRAMER** as science and technology cataloger; **IRENE GLENNON** as head of monographic cataloging; and **LINDA J. WILSON** as project manager of user education. . . . **MARNIE REES** is now administrator of the Lackawanna County Library System, Scranton, Pa. . . . ALA member **DONALD ADCOCK** is 1984 president-elect of the Illinois Association for Media in Education. . . . **NORMA B. HIGGINS** is now archivist of Alfred (N.Y.) University. . . . ALA member **JOSEPH J. ACCARDI** recently became director of the Janesville (Wis.) Public Library.

Deaths

BLANCHE W. COLLINS, city librarian of Long Beach, Calif., from 1960–68 and prominent champion of intellectual freedom, died Oct. 2. . . . **EDGAR HUGH BEHYMER**, former dean and professor emeritus of the Palmer Graduate Library School at Long Island University in Greenvale, N.Y., died March 12. . . . **JENNINGS WOOD**, former chief of the Exchange and Gift Division at the Library of Congress, died Jan. 4. □

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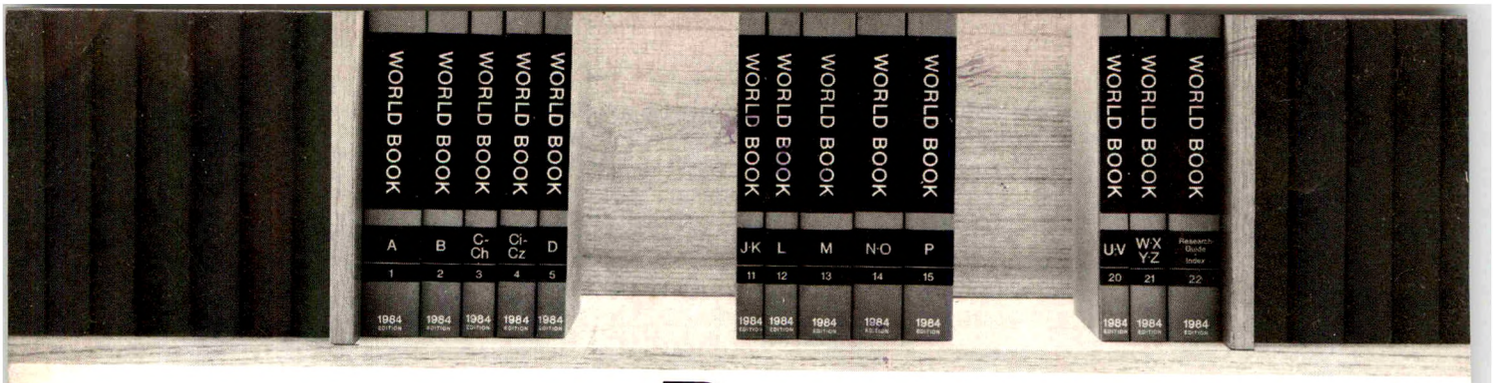

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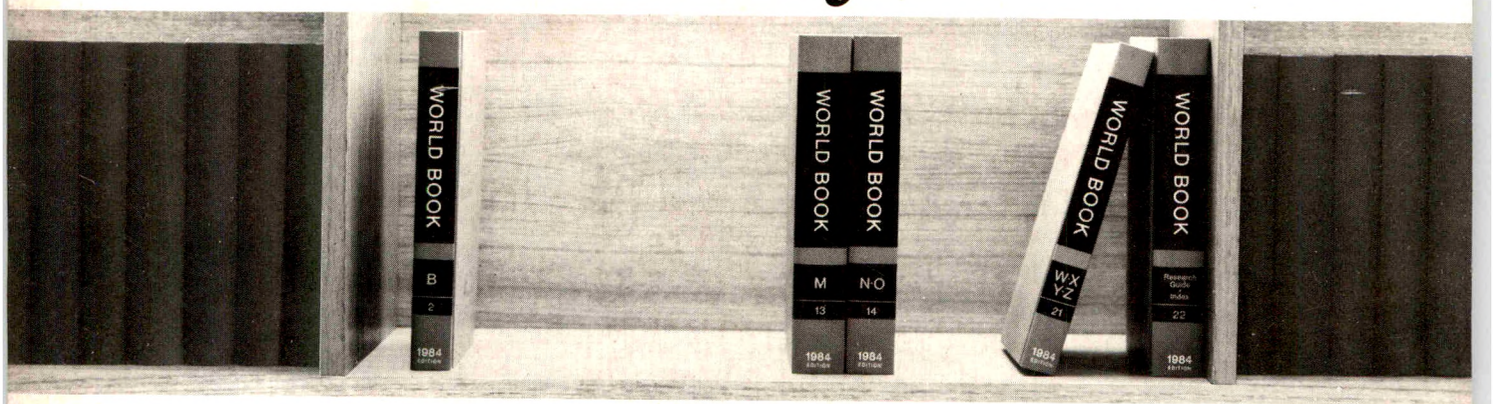

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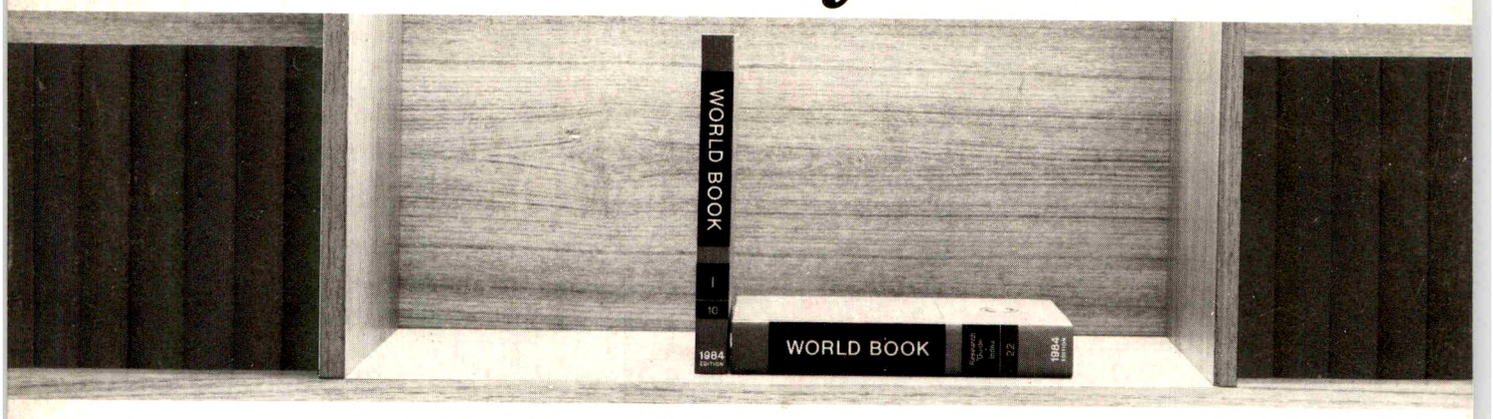

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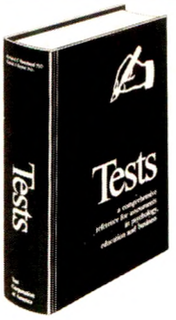

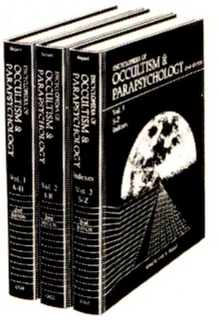

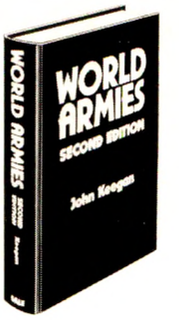

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Tests

...A Comprehensive Reference for Assessments in Psychology, Education, and Business. Edited by Richard C. Sweetland and Daniel J. Keyser. 890pp. Indexes. Test Corporation of America, 1983. Hardbound library edition distributed to libraries in the U.S. and Canada exclusively by Gale. ISBN 0-9611286-1-5. $75.00. **(SO)**

Over 3,000 tests used in psychology, education, and business are thoroughly described and evaluated in this new reference work. Entries are grouped for productive browsing in 62 subcategories under the three main classifications: Psychology, Education, and Business. Entries furnish enough information about each test to provide a basis for evaluation, including the test's purpose, a description, relevant cost and availability information, appropriate level, and whether the test is self-administered. Six indexes: Categories/subsections, Title, Author, Publisher, Scoring Services, and Visually Impaired.

Currier and Ives: A Catalogue Raisonne

...Gale's Comprehensive Catalogue of the Lithographs of Nathaniel Currier, James Merritt Ives, and Charles Currier, Including Ephemera Associated with the Firms, 1834-1907. 1st ed. Edited by C. Carter Smith and Cathy Cashion. 1,024pp. in 2 vols. Slipcased. Bibliography. Indexes. Gale, 1984. ISBN 0-8103-1638-2. $250.00/set. **(SO)** Two softbound supplements, $75.00/both. **(SO)**

This comprehensive work is the most thorough catalogue of the lithographs of Nathaniel Currier, James Merritt Ives, and Charles Currier. It provides detailed descriptions of more than 7,000 prints, including 400 previously unrecorded. Containing some 1,000 illustrations to enliven the text, the catalogue updates and corrects information from several previous checklists and features a concordance that links Gale's entry numbers with those of previous checklists. Detailed entries provide title, subtitle, and full transcription of verse or prose appearing on the print, size, coloration, description, compiler's notes, institution(s) where print is on view, and whether hand-colored. Five indexes: by subject, artist, date, site depicted, and illustration title.

World Armies

2nd ed. Edited by John Keegan, Senior Lecturer in War Studies, Royal Military Academy, Sandhurst. 688pp. Maps. Photographs. Published in the U.S. and Canada by Gale, 1983. ISBN 0-8103-1515-7. $80.00. **(SO)**

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...A Compendium of Information on the Occult Sciences, Magic, Demonology, Superstitions, Spiritism, Mysticism, Metaphysics, Psychical Science, and Parapsychology. 2nd ed. Edited by Leslie A. Shepard. 1,800pp. in 3 vols. Indexes. Gale, 1984. ISBN 0-8103-0196-2. $200.00/set. *(Vol. 1 just published)* **(SO)** *Occultism Update*, interedition supplement, $85.00. **(SO)**

The second edition is a completely revised, updated, and reset reference guide to occult phenomena and personalities. Containing about 6,000 entries, the new edition features much new material, including new entries and additions to existing entries; expanded bibliographies with citations to recently published works; current country entries dealing with developments in individual countries around the world; biographical details that update old entries, plus entries on newly prominent individuals; additional cross references; and more.

Films and Filmmakers

Edited by Christopher Lyon and Susan Doll. 2,600pp. in 4 vols. Indexes. Vol. 1, *Films*. Vol. 2, *Directors/Filmmakers*. Vol. 3, *Actors and Actresses*. Vol. 4, *Writers and Production Artists* (including screenwriters, cinematographers, producers, editors, and designers). St. James Press, 1984. Available in the U.S. and Canada from Gale. $50.00/vol. $200.00/set.

Four volumes provide detailed reference material on films, directors/filmmakers, actors and actresses, and writers and production artists. Coverage is worldwide and focuses on individuals that have shaped the history of film: great pioneers of the U.S., England, France, and Germany; Hollywood stars of all periods; great directors and writers of the post-war period from countries as diverse as Italy and Japan; the contemporary avant-garde; and the filmmakers of Eastern Europe and the Third World. About 500-700 entries per volume.

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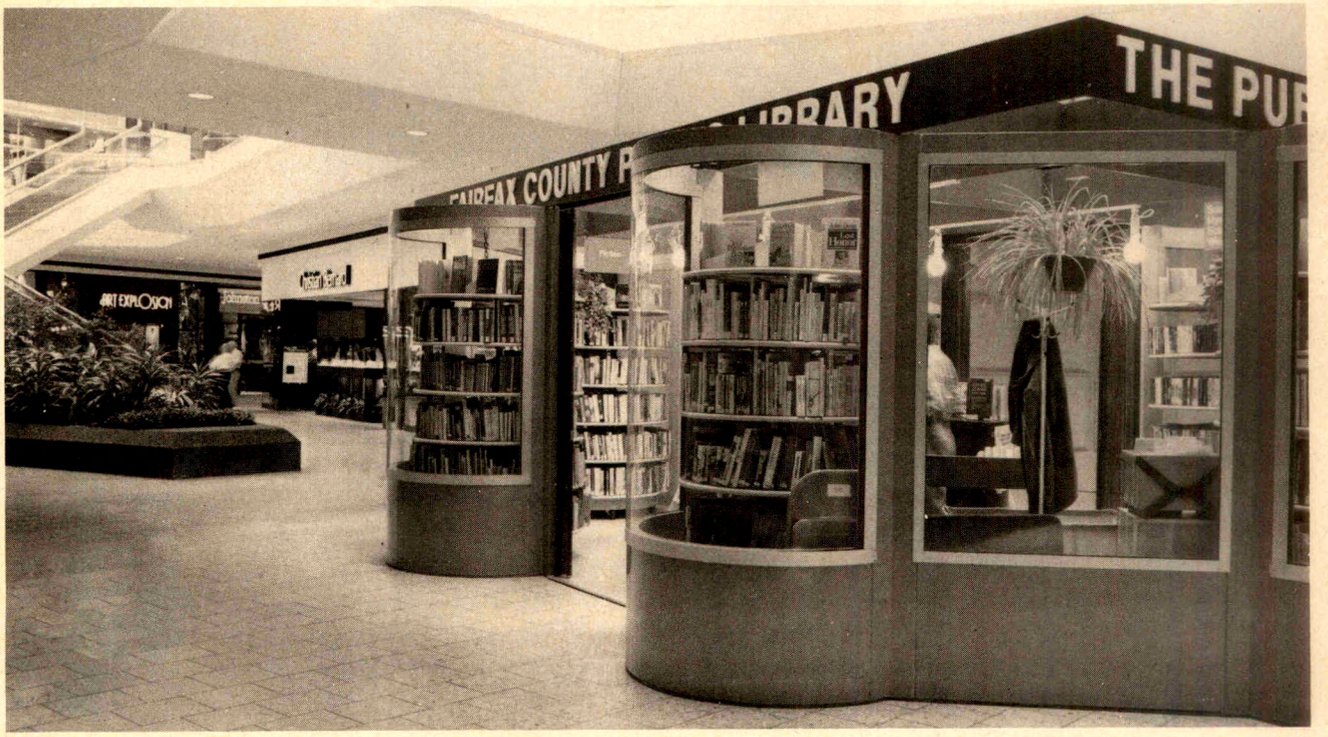

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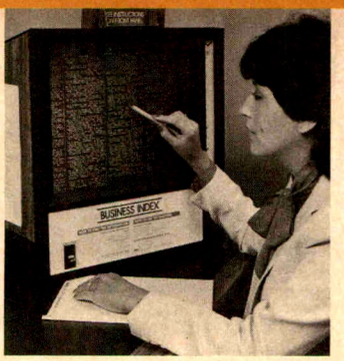

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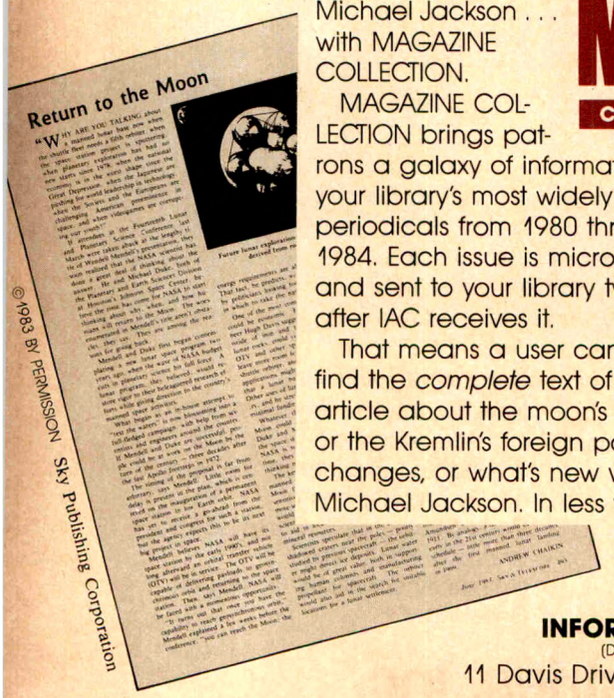
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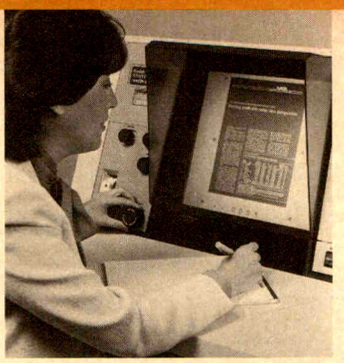

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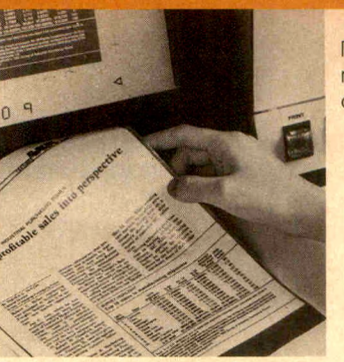

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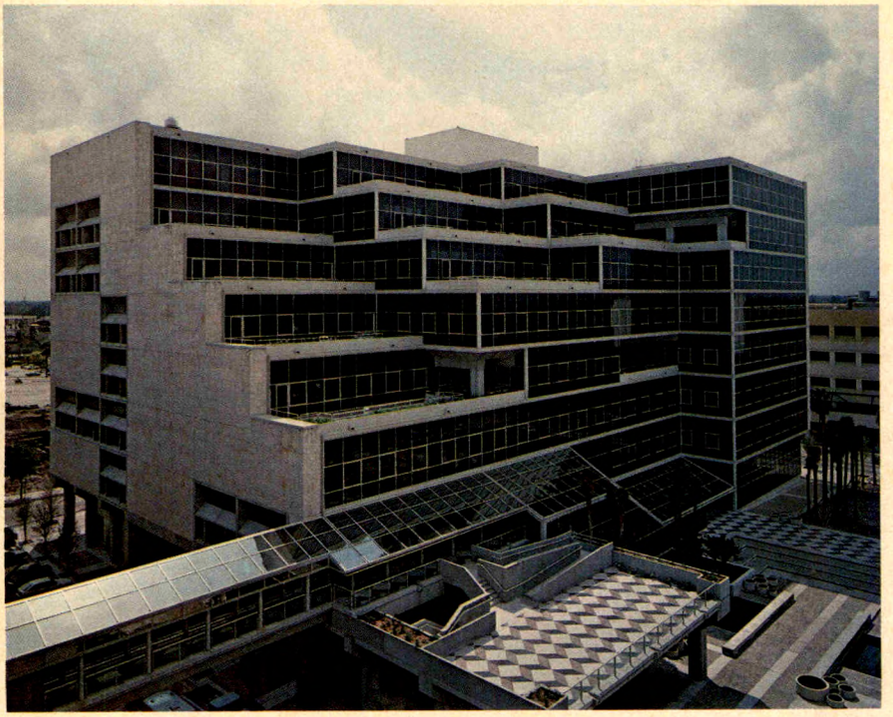

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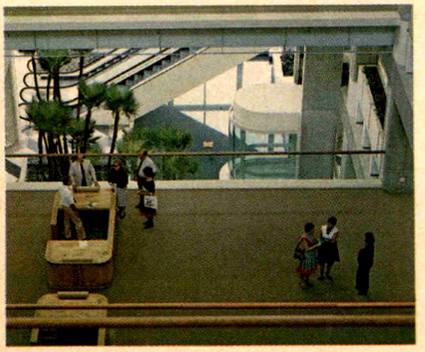

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Phyllis B. Cartwright, Main Library Director, comments on the Broward County Library's success: "With the opening of the Main Library, the entire southeast Florida area has a major research library providing access to the widest possible range of materials. We couldn't have done it without community support *and* the strong partnership that exists with a supplier like University Microfilms International (UMI).

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For information about the establishment of Broward County's Main Library, contact Cecil P. Beach, Library System Director; or Phyllis B. Cartwright, Main Library Director; Broward County Main Library, 100 South Andrews Avenue, Fort Lauderdale, Florida 33301.

The Last Chance Library Awards of 1983-84

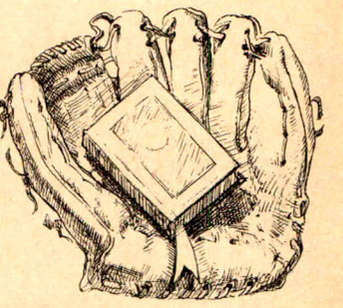
These are the editor's awards, providing one last chance before Annual Conference for fame and glory. No presentations, no cash sweeteners. Never had 'em, never will. And now the awards.

The Golden Bun. To a TV promotion for *The Lottery:* "A prim librarian wins $2 million and is transformed into a globe-trotting beauty."

Fate Worse than Death Award. The *Scranton Tribune,* for reporting a personnel matter at an elementary school under the head: . . . BOARD DEMOTES PRINCIPAL TO LIBRARIAN.

Distinguished Harassment. To the boss of a librarian in the new Japanese film, *Irezumi.* The librarian undergoes a two-year tattooing of her back to please the old boy.

Better Late than Never Trophy. The British Library, announcing in an April 24 press release: "A publicity leaflet has been issued for the first time to aid those wishing to study within the British Library Reference Division."



The Natural Patron Prize. Robert Redford, who said in a May interview, "Back when I was growing up in Van Nuys, . . . we [my father and I] played catch almost every day, and that and checking books out of the library was our big entertainment."

Poltergeist Medal. The New York Public Library, which *Time* (Aug. 29) says stands on a former potter's field.

Highest Binding Standards. The 17 suspects arrested in January for planning to ship 20 lbs. of cocaine from Colombia to Chicago in the bindings of children's books.

Thanks but No Thanks Citation. The U.S. Office of Personnel Management, for wanting to "expand opportunities for entry to the library profession at grade GS-5," an opportunity that would pay a professional $13,369 a year.

Don't Write for Me, Argentina. Great Britain, for its July banning of Argentinian books for British libraries.

Lickety-Split Award. The *America's Libraries* postal stamp: born, heralded, withdrawn, and destroyed within 18 months.

Library Economy. The consortium director who cried out in mock-panic at the ALA 1984 Midwinter Meeting: "Good heavens—I left my purse near the consultants!"

Modesty Blades Medallion: *Christian School Builder,* fo explaining how to correct immodesty in school encyclopedias after marking pens rub off. "You can overcome this by taking a razor blade and lightly scraping the surface until it loses its glaze. After this is done, the marker will not erase." Quoted in *Christian Century,* 9/28.

Remember the Neediest. To the latest supporters of a U.S. Public Lending Right akin to Britain's—which garnered Barbara Cartland an extra $7,500 in public funds this year.

Plus ça change. To problem patrons everywhere. "Then there is a large number of idlers. They are library squatters. . . . They sit all day long and now and then fall into a gentle slumber." —*Leslie's Weekly,* Feb. 28, 1895.

Reference Interview of the Year. Kansas State University Libraries, reporting this telephone exchange in February:

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"Thank you." And the caller hung up. —*Art Plotnik*

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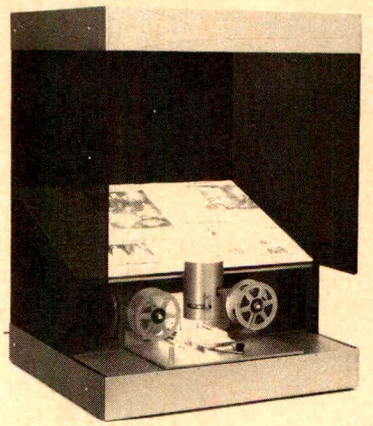

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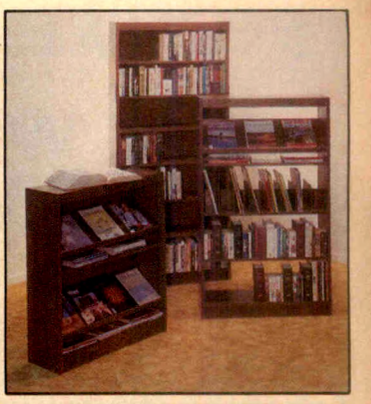

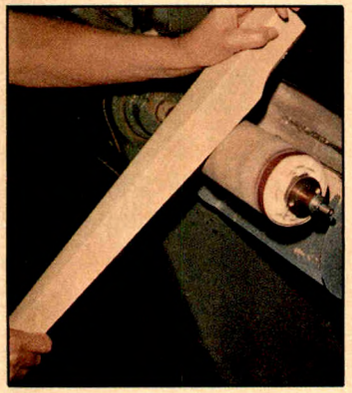

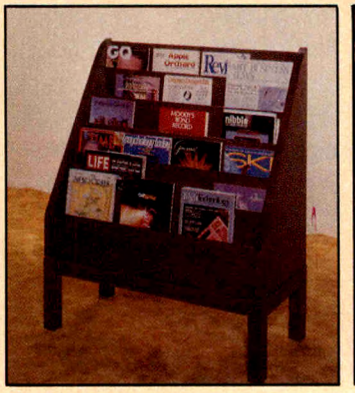

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in the news

U. of Minnesota terminates librarian claiming tenure

Three years ago cataloger Linda DeBeau-Melting filed a sex discrimination suit against the University of Minnesota. Employed by the university library since 1969 DeBeau-Melting complained that she had been induced to trade secure civil service status for tenure track faculty status in 1974 and had twice been denied tenure due to her sex.

"I knew I was being discriminated against as I watched men less qualified than I being tenured in the libraries," the ALA member said. The tenured faculty in her catalog division had unanimously recommended her for tenure as had most other tenured librarians.

After a 26-day trial involving 23 witnesses and more than 300 documents, the special master appointed by the U.S. district court awarded her tenure retroactive to 1981 and attorney's fees. "The library administration reneged on its promise to DeBeau-Melting," Special Master Viola Kanatz ruled in her 98-page decision. "Her tenure review at the administrative level was not only ineffective, it was a sham." Kanatz attributed both tenure denials to discrimination.

To have legal force, the special master's ruling must be upheld by the U.S. district court. The university does not question the court's power to award tenure, but it maintains no discrimination was involved in the tenure reviews. A ruling is expected this summer.

Meanwhile, the university board of regents voted in April to send DeBeau-Melting a termination notice marking the end of her tenure probationary period this month. According to the notice, her appointment is to end June 30, 1985. She was appointed assistant professor last year as the result of a successful class action suit filed by 37 librarians (*AL*, June, 1983, p. 337).

In the termination letter, University President C. Peter Magrath wrote that "nonreappointment carries no implication whatsoever as to the quality of the faculty member's work or conduct, and for this reason, no statement of cause is given."

DeBeau-Melting said she had expected the termination. "The university neither understands nor appreciates library work," she said.

Within 60 days of the April 12 discharge notice, DeBeau-Melting told *AL*, she will file another suit protesting the termination. To date, she has spent some $200,000 in legal fees, which are being paid by the National Education Association.

ALA favors pay equity bills, rejects OPM monitoring

ALA applauds the intent of HR 4599 and HR 5092, which deal with equal pay for work of comparable worth in federal and nonfederal agencies, ALA Washington Office Director Eileen Cooke wrote Rep. Mary Rose Oakar (D-Ohio) April 26.

Cooke was commenting on the pay equity hearings held early in April by Oakar's House Committee on Post Office and Civil Service Subcommittee on Compensation and Employee Benefits. Cooke took particular exception to testimony by Donald Devine, director of the Office of Personnel Management (OPM).

ALA believes that requiring the Equal Opportunity Employment Commission, the Labor Department, and the Justice Department to report on actions taken to prohibit pay discrimination is valuable and important, Cooke wrote. But the Association has serious reservations about the HR 4599 provision entrusting the Office of Personnel Management with the responsibility for studying and identifying discriminatory wage practices and proposing ways to eliminate them.

Cooke said that reading Devine's statement to Oakar's subcommittee "further increases our unease. His description of the standards development process does not square with our experience in the development of federal library job standards . . .

"On the basis of . . . inadequate, incomplete, and ill-organized data, OPM developed a proposed standard for library jobs which appears to us blatantly discriminatory," she explained. OPM has made no response to ALA's request that the proposed standards be withdrawn and rewritten.

If the proposed standards are adopted, Cooke warned, "then pay equity between librarians and their peers in other professions in the federal government will be even less achievable than it is today."

To give OPM the responsibility for studying and reporting on discriminatory wage practices in the federal government might intensify rather than mitigate that discrimination, Cooke argued. She proposed that HR 4599 be revised to mandate that an unbiased study be made by private experts reporting to the General Accounting Office, which would in turn report to the president and Congress and make recommendations for eliminating the discriminatory practices.

On Legislative Day in Washington, D.C., seven Illinois "lobbyists" surround their Democratic member of Congress, Rep. Paul Simon (in bowtie), who is running for the Senate this fall. From left to right: Jarislawa Benko, Niles Public Library District trustee; Estelle Black, Rockford Public Library; Valerie Wilford, Illinois State University library school and Illinois Library Association (ILA) president; Willine Mahony, ILA executive director; Marilyn Shulski, DuPage Library System; Chadwick Raymond, Addison Public Library; Rep. Simon; Alex Ladenson, Urban Libraries Council executive director; and Karen Stone, Fondulac Public Library trustee, East Peoria.

Record numbers visit D.C. to rally library support

The 10th Annual Legislative Day in Washington, D.C., April 10 attracted 356 library supporters from 42 states and the District of Columbia, topping last year's record high. The event was hosted by the ALA Washington Office and the District of Columbia Library Association and funded by library associations, friends, and vendors.

The morning began with an 8:15 a.m. briefing session in the Rayburn House Office Building. Library supporters then spent most of the day visiting Congressional offices, talking to their legislators and key aides, and giving them Congressional information fold-

ers filled with local library data and program success stories.

At the afternoon wrap-up, Rep. Major Owens delivered a stirring speech, telling the visitors how important it is to bring the message from the grassroots to Congress and to keep legislators informed all year long. Votes count, he assured his listeners, and only the constituents can tell their legislators how federal programs are working.

From 5 to 7 p.m. some 25 members of Congress and 200 Congressional staffers celebrated National Library Week with the library supporters at a buffet and champagne reception in the House Education and Labor Committee hearing room. The visitors reported that members of both parties seemed more receptive to the library message than they had been in the previous two years. Few legislators indicated any support for the Reagan Administration proposals to eliminate library programs.

27 senators ask FCC to ease library phone charges

When the Senate tabled the Universal Telephone Service Preservation Act in January, Sen. Larry Pressler (R-S.D.) vowed to find a way to protect libraries from the crippling telecommunications charges scheduled to begin in June (*AL*, March, p. 129).

True to his word, the senator wrote Federal Communications Commission Chair Mark Fowler last month, asking the FCC to consider initiating a special private-line service for public, school, academic, and medical libraries and cooperative library networks.

"Under this service," Pressler wrote, "all exchange and interexchange carriers would furnish entities providing nonprofit bibliographic services with unswitched point-to-point and multipoint service under the terms and conditions in effect Sept. 30, 1983, with modest annual adjustments."

Pressler sought and received bipartisan support from his colleagues. The letter delivered to the FCC May 8 was signed by 26 additional senators, including Pete Domenici (R-N.M.), Paul Laxalt (R-Nev.), Daniel Moynihan (D-N.Y.), Paul Sarbanes (D-Md.), and John Tower (R-Tex.). Other senators indicated they would write separate letters.

Sen. Pressler pointed out that the private line tariff filed by AT&T last October would increase current charges for connection to OCLC by an average of 73 percent. Individual libraries face increases as high as 138 percent.

"We view libraries as the common carriers of information and a library private-line service as consistent with the universal service philosophy of the 1934 Communications Act," Pressler wrote. He asked the FCC to explore the idea of a library service and postpone the increases during the investigation.

Millions in state support ride on 11th-hour strategies

By mid-May, library supporters in Pennsylvania, New York, and other states were still working with legislators to pass crucial library funding measures before the end of the fiscal year July 1. Over the nation, libraries scored some gains and some losses. A partial roundup:

- In New York State, optimistic library supporters were crushed by lack of action on the Regents' Omnibus Library Bill, which would add $15 million to the current $43 million in state funding. The state budget approved March 31 included no increases for public library and systems funds or collection development aid, no conservation or technology funds, no means of continuing INTERSHARE, and no permanence for school library systems. Legislators bickered over details of a library construction bill, but Sen. Hugh Farley, chair of the Senate Subcommittee on Libraries, promised, "There will definitely be library aid passed and flowing from New York State this year." New York State Library Association Legislation Committee Chair Janet Welch told *AL* that NYLA is still hoping.
- Pennsylvania Gov. Dick Thornburgh

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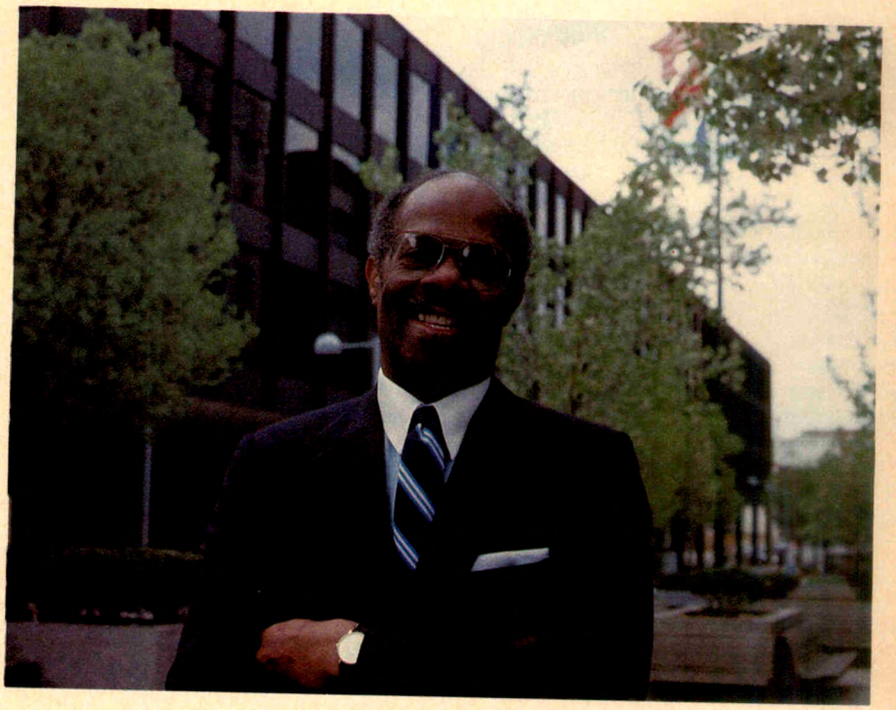

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requested increases of nearly 7 percent in state aid to libraries in his 1984–85 budget, but the House increased his figure of $17 million to $20 million. The Senate is discussing the funding bill.

● Virginia's general assembly increased state funding for public libraries by 46 percent for the next biennium in March. The $13.7 million 1983–84 appropriation will increase to $20 million in 1985–86. Caroline Arden, Richardia Johnson, and Dean Burgess played key roles in increasing the funding from $4.6 million in 1977–78 to $13.7 million in 1983–84. State Librarian Don Haynes worked the inside logistics for the legislation.

● The March Nebraska Library Commission newsletter *Overtones* reported a dramatic photo finish in the legislature on March 30 resulting in $270,000 for library system funding and the interlibrary loan network. Originally, Democratic Gov. Bob Kerrey requested $530,000 for library aid programs, but the legislative Appropriations Committee trimmed the figure to $270,000. The day after the budget bill was passed March 29, Kerrey exercised his line-item veto authority to delete the library funds along with other items.

On March 29, the Appropriations Committee presented a budget amendment restoring about half the deleted programs, including the library aid. Thirty votes were needed to overthrow the governor's veto, but the package plan won only 27.

Next day the Appropriations Committee chair introduced the motion to override the library fund veto. Lincoln Sen. Shirley Marsh and others spoke in support of the motion, but an Omaha senator backed the governor's veto, saying it was intended to limit spending. The library funding, he suggested, could wait until next year.

When the vote came, libraries garnered the necessary 30 votes to win.

● The April 16 *Hitchhiker* published by the New Mexico State Library reports that a Senate bill which would have appropriated $2 million to the library failed to pass the legislative session that ended Feb. 16.

Owens leads U.S. House in salute to libraries

By special order at the end of the business day in Congress April 11, House pro tempore Speaker John Murtha recognized Rep. Major Owens (D-N.Y.) for a 60-minute salute to National Library Week. Owens' mighty rhetoric and the bouquets tossed by 26 other members of Congress should have set librarians ears tingling pleasantly across the land.

Owens, a former librarian from Brooklyn, led off by contrasting President Reagan's warm NLW message with the White House desire to stop funding the Library Services and Construction Act. Then Owens attacked *A Nation at Risk*, the President's Commission on Excellence in Education report, because it neglected to place the nation's libraries at the apex of the education structure.

"To plan for the revamping of the education system without discussing the role of libraries and the information function is as ridiculous as a design to streamline transportation without considering roads and bridges," Owens said. ". . . Any planning for the future in this age of information which leaves out libraries is planning for disaster."

Owens proposed a library addendum be attached to the *Risk* report, concluding with nine recommendations designed to put librarians and libraries at the center of the educational process.

The 26 legislators who followed Owens discussed a variety of library needs, laws, and services in the Washington, D.C., area and in their home districts. Some representative quotes:

● "The universal credit card of this nation is the library card. It is free . . . and provides all individuals, without bias, an opportunity to learn. We must continue to recognize the importance of libraries in a free society and work to assure that their services remain free

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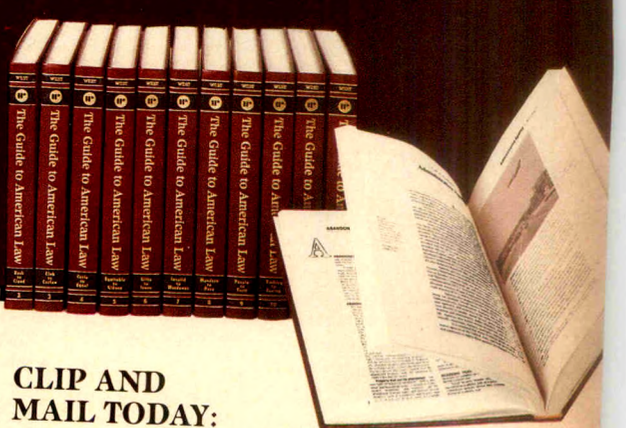

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and accessible to all." *Rep. Mario Biaggi (D-N.Y.)*

- "It is appropriate to recognize America's libraries both with our words and with our appropriations. It is impossible to imagine a world in which libraries were allowed to disappear, where one did not have access to their collections." *Rep. Barbara Kennelly (D-Conn.)*
- "With the rigorous demands posed by the high tech society of today, I would like to commend the efforts of our dedicated librarians who provide invaluable assistance to the citizens of this country." *Rep. Edolphus Towns (D-N.Y.)*
- "Our nation's libraries are an extremely important, yet unheralded, part of our educational system and I am proud to pay tribute this week to the thousands of dedicated librarians who open the world of learning to all of us." *Rep. C. W. Bill Young (R-Fla.)*
- "Libraries are places of discovery, of skill development, and of training. During National Library Week, let us examine the requirements of these great institutions so that they may continue to meet the needs of society during every week of the year." *Rep. Nick Joe Rahall II (D-Wis.)*

The April 11 *Congressional Record*, p. H2745–55 publishes the speeches of Reps. Owens, Thomas of Ga., Staggers, Goodling, Rangel, Frank, Frenzel, Ford of Mich., Wortley, Rowland, Derrick, Spratt, Clinger, Oberstar, Conyers, Morrison of Conn., Kennelly, and Dyer of N.J. (p. H2777). The April 12 *Congressional Record Extensions of Remarks* carries Young of Fla. (p. E1616), Weiss (p. E1625), Madigan (p. E1625–6), Bevill (p. E1634), Fuqua (p. E1642), Biaggi (p. E1646–7), Towns (p. E1665–6), Solarz (p. E1673), and Rahal (p. E1682).

In the Senate, Sen. Alfonso D'Amato (R-N.Y.) recognized National Library Week in brief remarks published in the April 12 *Congressional Record*, p. S4670.

OMB regs on lobbying may "harass" nonprofits

After two earlier versions aroused a storm of protest, the Office of Management and Budget finally published the third and final version of regulations designed to prevent nonprofit organizations from using federal money for lobbying.

OMB Circular A-122, "Cost Principles for Nonprofit Organizations," was published in the April 27 *Federal Register*, p. 18260–77 and scheduled to take effect May 29.

Opponents complained that the rules would still impose burdensome bookkeeping chores. The regs require contractors and grantees to keep detailed records of their political activities in order to tell the government exactly how much they spend on lobbying.

OMB said the new rules would not prevent nonprofit groups receiving federal grants or contracts from lobbying to influence state or local legislation, lobbying on regulatory actions, or making presentations at the request of Congress or state legislatures. The rules bar only the use of federal funds to pay for any portion of a group's expenditures for lobbying and political activities.

Rep. Jack Brooks (D-Tex.) charged that the rules violated the First Amendment. "There can be but one motive for collecting such information," he said, "and that is to subject these groups to harassment and discriminatory treatment."

UNESCO question:

Don't isolate U.S. scientists, ALA rep urges Congress

Testifying before two subcommittees of the House Committee on Science and Technology March 15, ALA Past President Thomas Galvin urged the U.S. to stay in UNESCO and continue to allow U.S. scientists "full, prompt, and ready access to both the published and unpublished research results of their counterparts . . . throughout the world."

As chair of the ALA International Relations Committee, a member of the U.S. National Commission for UNESCO, and an educator (dean of the University of Pittsburgh library school), Galvin addressed a joint hearing of the Subcommittee on Natural Resources, Agriculture Research and Environment, and the Subcommittee on Science, Research, and Technology. Rep. Doug Walgren (D-Pa.), who represents Galvin's district, chairs the science subcommittee.

Galvin presented the ALA Council resolution of Jan. 11 at the hearing. ALA had asked Secretary of State George Schultz and UNESCO Director General Amadou-Mahtar M'Bow to negotiate the problems that caused the Reagan Administration to announce the U.S. will withdraw from the international organization Dec. 31, 1984. Galvin said we are "deeply troubled" because the State Department has made no attempt to initiate such negotiations. "Time is running out," Galvin said.

Galvin recognized the conflict at the political level, but he declared, "What UNESCO has done in the information field, at the operational level, is to develop and implement successful, nonpoliticized practical programs of cooperation and development that are vital to U.S. interests and for which no workable alternatives exist."

He pointed out the need for U.S. participation as international policies are developed on copyright and the electronic flow of scientific and technical data.

To withdraw from UNESCO, Galvin declared, "would isolate the U.S. scientific community, would result in a decline in the leadership position the U.S. now holds in international science, and would encourage further politicization of UNESCO in ways potentially very damaging to U.S. commercial, academic, and research interests."

Rep. George Brown (D-Calif.) asked Galvin if the withdrawal from UNESCO would place at risk the $49 million U.S. share of the world market in communications equipment. Galvin replied that UNESCO might adopt normative standards which would give advantages to U.S. competitors such as France and Japan. Galvin also told Brown that the total volume of U.S. exports placed at risk could exceed the present U.S. contribution to UNESCO of $50 million.

On May 7, Galvin submitted a similar statement for inclusion in the hearing record of the House Committee on Foreign Affairs Subcommittee on Human Rights and International Organizations and the Subcommittee on International Operations.

Galvin has invited UNESCO Director General M'Bow to speak on "Access: The Geo-Political Dimension" as part of the International Relations Committee program "Access: The International Dimension," June 25, 2 p.m.–4 p.m., in the Dallas Convention Center East Ballroom A.

news in brief

Symbol to be reconsidered. When a Federal Highway Administration advisory committee rejected the ALA library symbol as a national road sign to be included in the *Manual on Uniform Traffic Control* last winter, the Association asked symbol-supporters to protest (*AL*, March, p. 129–130). Several hundred people, including librarians, friends, members of Congress, literacy volunteers, lawyers, graphic designers, and a university director, responded, directing their arguments and photographs to Room 4205 at the Highway Administration headquarters in Washington, D.C.

Many writers directly disputed the highway committee's recommendation to use the word "library" on the *green* background, which denotes destination, rather than blue, which indicates services to motorists. Libraries *are* services to all the public, argued the protesters. Southwestern residents wrote that the word "library" might confuse Spanish-speaking travelers who know *liberia* means a bookstore. Pennsylvanians pointed out, with illustrations, that the symbol is official in their state and is being used effectively on street and road signs.

ALA Associate Executive Director Peggy Barber presented a collection of symbol data, newspaper articles, letters, and photographs of signs to John Eicher, director of the Federal Highway Administration Office of Traffic Control May 9. Eicher told Barber that the administration had deferred the final decision on the symbol: it will be reconsi-

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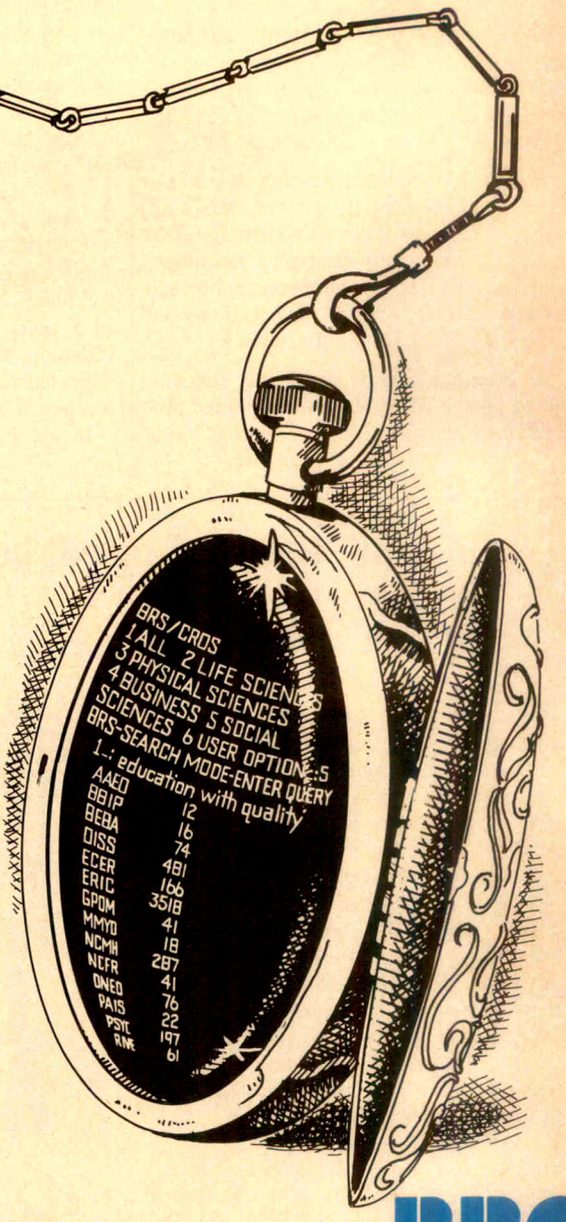

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dered by the advisory committee at its June 13–15 meeting in Santa Fe, N.M.

USC library program wins support. Indications that the University of Southern California might close its library school brought "exciting" support for the program in May, according to Dean Roger Greer.

Hundreds of letters from alumni and the professional community poured into USC administration offices, demonstrating that the library community exists as a constituency, Greer told *AL*. An alumni phonathon and banquet raised $17,000, matched by an additional $10,000, for the school.

At meetings held by the faculty subcommittee appointed to review the library program, Los Angeles County Librarian Linda Crismond, LAPL Director Wyman Jones, Pasadena PL Director Edward Szynaka, and many others presented eloquent arguments. They stressed the need for future graduates, pointing out that the full funding of California's Public Library Foundation Program is expected to create a shortage of librarians throughout the state.

Greer was optimistic over the future of the library program. "We're winning, but we don't yet know what we've won."

SmartCard scores in Rockford. When home rule ended in Rockford, Ill., last year, the library property tax rate dropped from 24.5 cents to 15 cents per $100 assessed valuation. Library Director Joel Rosenfeld projected a $245,000 budget deficit for 1984, pending a referendum March 20.

In the Primary Day poll, citizens were asked to double the tax rate to 30 cents. To win "yes" votes, a library board member proposed promoting the library card as a "SmartCard" providing access to all kinds of services.

Eight community members, including the mayor, were persuaded to hold up their SmartCards for a photo. The shot was featured in a brochure delivering the message, "Do something for yourself. Insure your SmartCard. . . . vote YES." The message was repeated by Miss Illinois and other local supporters on 60-second cable television spots which brought scores of people into the library.

On election day, a majority of the 40,799 Rockford voters chose Fritz Mondale for Presidential candidate and a higher tax rate for the library. The library vote was 20,701 to 17,141. □

QUICK-BIBS: New and recent books on a timely topic

Bill Ott, compiler

CENTRAL AMERICA

Confronted on the evening news by still more mayhem in Central America, the confused viewer has but two choices: switch channels immediately to a "Leave It to Beaver" rerun or make a concerted effort to figure out what's going on in the troubled nations to the south. Librarians will want to have Irwyn Applebaum's *The World According to Beaver* (Bantam, $7.95) on hand for those exercising the first option; but for readers seriously trying to keep the republics straight from the dictatorships and separate the good guys from the bad, the following list of books on Central American affairs may prove invaluable. The titles selected were published within the last two years.

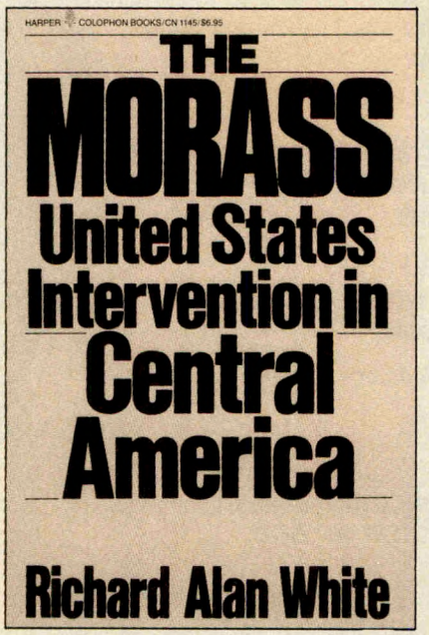
Buckley, Tom. *Violent Neighbors: El Salvador, Central America, and the United States.* Times Books, 1984, $17.95. (0-8129-1035-4, 82-40366)

Although Buckley is critical of the Reagan administration's foreign policy, his examination of current events in El Salvador is not strictly bipartisan. The tragic picture he paints of ever-escalating violence transcends political ideology.

Didion, Joan. *Salvador.* Simon & Schuster, 1983, $12.50. (0-671-47024-8, 83-327)

Novelist Didion's trip to El Salvador in 1982 was not intended as a fact-finding mission. Rather, she hoped to absorb the atmosphere of the country, to feel the oppressive fear that dominates everyday life. As this gripping account testifies, she succeeded admirably.

Guatemala in Rebellion: Unfinished History. Ed. by Jonathan L. Fried and others. Grove/Evergreen, 1983, $17.50. (0-394-53240-6, 83-1420)



White draws on years of on-site investigations and interviews to provide this analysis of forces in Central America.

The various materials collected here share a point of view: that civil disorder in Guatemala stems from an honorable attempt to resist tyranny in all its forms, specifically those supported by the U.S. Not a book likely to be found on the Reagans' bedside table.

Montgomery, Tommie Sue. *Revolution in El Salvador: Origins and Evolution.* Westview, 1982, $22.50. (0-86531-049-1, 82-8367)

Joan Didion tells us what daily life in El Salvador feels like today; Tommie Sue Montgomery explains why. Excellent source material on the country's revolutionary politics.

Nouwen, Henri J.M. *Gracias! A Latin American Journal.* Harper, 1983, $12.95. (0-06-066318-9, 82-48935)

A Yale professor and theologian describes his six-month stay in Latin America. His experiences living among the people and visiting orphanages and prisons provide a valuable perspective on the ubiquitous poverty and suffering in the area.

Trouble in Our Backyard: Central America and the United States in the Eighties. Ed. by Martin Diskin. Pantheon, 1984, $19.95. (0-394-71589-6, 83-42810)

These essays do much to explain the growth of the various revolutionary groups throughout Central America. Recommended reading for anyone who needs a rebels' who's who to understand the morning news.

Skidmore, Thomas E. and Smith, Peter H. *Modern Latin America.* Oxford, 1984, $19.95. (0-19-503366-3, 83-8007)

The current situation in Latin America is analyzed in terms of the region's economy, particularly the transition from midcentury industrialization to contemporary doldrums. Heavy reading, but valuable as background material.

White, Richard Allan. *The Morass: United States' Intervention in Central America.* Harper, 1984, $14.95. (0-06-015312-1, 83-48942)

One man's opinion on how American involvement in Central America has led to the current quagmire. Not everyone will agree with White's analysis, but his position on why present U.S. policy will only make matters worse is forcefully argued. □

Bill Ott, *who writes this column freelance for* American Libraries, *is books-for-adults editor of ALA's Booklist magazine.*

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action exchange

Computer talk dominates library communications

Q. Who has AV materials or computer programs for training staff in library automation? ***Lois E. Godfrey, IS-4, MS-P362, Assistant Head Librarian, Los Alamos National Laboratory, Los Alamos, NM 87545*** **(*AL*, Jan., p. 14).**

A. In conducting computer literacy training for the entire staff of the Health Sciences Library at the University of North Carolina/Chapel Hill, we are using the following commercially produced material:

1. "How to Use Your IBM PC in 10 Easy Video Lessons," a cassette program designed to be used with a computer for hands-on training. It includes introductions to hardware, PC DOS, and BASIC. $69.50 for the half-inch cassette, $150 for the three-quarter-inch cassette from computer stores or Kennen Publishing, Bldg. E, 150 Shoreline Hwy., Mill Valley, CA 94941. Also available for Apples and PC Jr.

2. The INSTRUCTOR for the IBM PC, a delightful self-instructional CAI program on how to use the PC keyboard. $44.95, or $94.95 with Professor DOS (below) from computer stores or Individual Software, Inc., 1163-1 Chess Dr., Foster City, CA 94404. Also available for the Texas Instruments Professional Computer.

3. Professor DOS, computer-assisted instruction on the PC DOS commands. More tedious than the INSTRUCTOR but fairly good. $59.94, or $94.95 with INSTRUCTOR from stores or address above. Also available for Texas Instruments Professional Computer.

4. Cdex Training for the IBM Personal Computer, a self-instructional CAI introduction to PC hardware, DOS commands, and BASIC programming. Useful, although too much time is spent reading the screen and hitting the key to read the next screen instead of practicing the lesson. $69.95 from computer stores. By Cdex Corp., 5050 El Camino Real, Los Altos, CA 94022. Available for a variety of computers and software programs. *Sue Stigleman, Microcomputer Specialist, Health Sciences Library 223H, University of North Carolina, Chapel Hill, NC 27514.*

Q. What regional libraries have developed collections of microcomputer software to lend to other libraries? What are your selection criteria and problems? ***Mary Merrill, Senior Librarian, Library Service Center, Connecticut State Library, 786 S. Main St., Middletown, Conn.*** **(*AL*, March, p. 132).**

A. Since last fall the Mid-Hudson Library System has been circulating software through its member libraries. We have concentrated on collecting educational and tutorial software for all ages and skill levels and have also acquired public domain software regardless of subject content. The service has proved enormously popular throughout our five-county area with only limited publicity.

Currently we are acquiring materials in five micro formats: Apple, IBM, Radio Shack, Commodore, and Atari. Our only problem has been our inability to check various patron complaints of malfunctioning disks, since we have access to only two of the five brands of hardware. *Michael D. Miller, Department Head, Project Manager NYSCAT Project, Mid-Hudson Library System, 103 Market St., Poughkeepsie, NY 12601–4098.*

(Continued on page 372.)

Queries to automation buffs

1. What compatible public library software can we use online with our IBM System 38 computer? Our eight-branch county library is an OCLC member. (Wis.)

2. Who will share experiences in developing plans for using a school district Digital 4411 mainframe computer for library management functions? (Pa.)

3. We're preparing current periodicals lists and topical bibliographies on our DECmate II digital word processor. What other academic library applications exist? (N.Y.)

4. Has anyone developed programs for printing LC labels from the machine-readable records produced during retrospective conversion from Dewey to LC? (Ky.)

5. What policies and procedures have academic libraries developed for the acquisition and use of public domain software? Do you purchase software out of the library budget? If your policy excludes purchase, do you still inventory or catalog software programs? (Wis. and Mont.)

6. Have any academic libraries developed or purchased software for scheduling the work hours of pages (student assistants)? (N.Y.)

7. Have any libraries developed or purchased public or tech services software for an IBM Display Writer? (APO NY)

8. Can you comment on the use of the Gaylord Telemark III automated catalog card production system? (La.)

9. Do any libraries provide a central terminal for an electronic mail system serving faculty and staff? (Ill.)

10. What automated circ system can notify a borrower that another user requests the material and can also tell the original borrower when the second user returns it? (Pa.)

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Q. What printer or tractor do libraries use to accommodate Gaylord non-jamming, continuous fan-fed catalog cards produced by an Apple II? ***Ted Theobald, Librarian, William H. White, Jr., Library, Woodberry Forest School, Woodberry Forest, VA 22989 (AL, Dec., p. 711).***

A. We use a Radio Shack DMP-400 printer. Although we used a TRS-80 Model 4 microcomputer to drive the printer, its Centronics-compatible parallel port allows it to be used with Apple II and others. *Rick Richmond, Director, Sublette County Library, Pinedale, Wyo. 82941.*

A. Gaylord distributes Okidata Microline Printers, which have optional or standard tractor-feed mechanisms. The Okidata printers have been tested with many Apple programs and have proved efficient and reliable. *Margaret A. Trinca, Product Manager-Software, Gaylord Bros., Inc., POB 4901, Syracuse, NY 13221.*

A. I would suggest the Epson MX-80 printer . . . Be sure to move the platen back from the printer to prevent jamming. *Jennifer R. Salmon, Coordinator, Library and Computer Services, University of Puget Sound/Seattle Campus, 315 Yesler Way, Seattle, WA 98104.*

A. We have been using a TEC Serial Printer F10-40 and the Gaylord slotted continuous catalog cards PERMEC #1800 for about a year. This is a daisywheel printer with tractor feed. It has given us good service and has not required major adjustments. *Mary I. Mazeau, Asst. Director, Half Hollow Hills Community Library, 55 Vanderbilt Pkwy., Dix Hills, NY 11746.*

Q. Have any medium-sized public libraries purchased another library's database in converting their holdings to machine-readable form? What was the basis for selection? Was an accurate hit rate established? What unanticipated problems were encountered? ***Sally Bailey, Assistant Director, Municipal Library, City of West Palm Beach, POB 3366, West Palm Beach, FL 33402 (AL, March, p. 132).***

A. In converting our 50,000-item book collection to a COM catalog, the Palmdale (Calif.) City Library is using the Los Angeles County Public Library COM catalog. We chose LACO because we are a former LACO branch and about 33 percent of our collection is "old" county books. Also, LACO has a large database, and since we belong to the same network they did not charge us anything.

The process involves matching our work to the county's and then inputting the BAN number to Brodart, the jobber for both COM catalogs. BAN numbers are input for "hits" and "partial hits," which require editing. No-hits are input by LC number or ISBN, if available; if not, original input is necessary. We have completed matching against LACO and are working on the LC numbers. Our hit rate including partials was about 70 per cent. *Linda L. Storsteen, City Librarian, Palmdale City, Library, 700 E. Palmdale Blvd., Palmdale, CA 93550.*

A. The Cleveland Heights-University Heights Public Library has joined with the Cleveland Public Library in the use of its integrated automation system. The cooperative venture has provided access to CPL's database of more than one million titles. We are using the database for retrospective conversion and for cataloging new acquisitions.

To our amazement, we found that even after heavy weeding some 15–20 percent of our holdings were not in the database. This has caused more work for us and for Cleveland, since it must "dump" the necessary MARC records. However, we

OCLC UPDATE

LS/2000 automated local system acclaimed in libraries across the United States.

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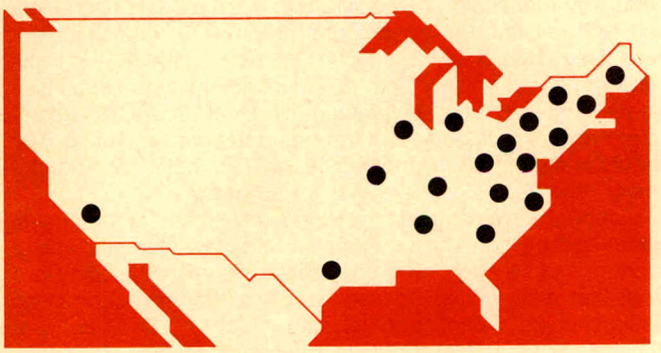
"We have an easy-to-use online catalog that is oriented toward the patron. Reaction from users has been positive—students, faculty and librarians all like the system."—*Gai Carpenter, Director, Johnson Library, Hampshire College, Amherst, Massachusetts.*



"LS/2000 gives you a great deal of flexibility you don't have with other systems. We added a broad subject field that allowed us to produce bibliographies by medical specialty so we could send all the cardiologists on staff special book lists. You can assign your own patron categories and communicate with your patrons."—*Carolyn Fishel, Assistant Library Director, Glendale Adventist Medical Center Library, Glendale, California.*

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have increased our potential to lend materials to CPL, our major source for interlibrary loan, and we feel good about starting to pay back what we have historically received free. *Stephen D. Wood, Deputy Director, Cleveland Heights-University Heights Public Library, 2345 Lee Rd., Cleveland Heights, OH 44118.*

Q. Have any libraries computerized their borrower's registration files to provide "go" or "no go" info to the circulation desk? *Marvin Scilken, Director, Orange Public Library, 348 Main St., Orange, NJ 07050.* (AL, April, p. 205).

A. Any borrower who has not returned material after we send an overdue notice is automatically stopped by the computer if he or she tries to borrow more items. The patron's status is automatically cleared when material is returned. We can also manually set a "no go" signal if we have any other problem with a patron. *Eleanor R. Crary, Deputy County Librarian, Technical Services, Alameda County Library System, 3121 Diablo Ave., Hayward, CA 94545-2787.*

A. The LAPL has online access to patron registration and overdue files at selected library agencies. The online file is maintained on an IBM 3033 computer at the city's Data Service Bureau and is accessed by library staff through CRT terminals located at circulation desks. The only access point to the file is by a patron's unique eight-digit ID number assigned by our automated registration system.

When a patron presents materials for check-out, the circulation desk clerk keys the ID number on the CRT terminal keyboard, and the patron record is immediately displayed. If there are any delinquent items charged against the record, the patron may not borrow the material until the delinquencies are resolved. Patron records can be cleared or adjusted online. *Thomas E. Alford, Assistant City Librarian, Los Angeles Public Library, 630 W. Fifth St., Los Angeles, CA 90071.*

Q. What college libraries use computer-assisted instruction in bibliographic instruction? Did they purchase the programs or develop them in house? If "home grown," what were the costs (especially in staff time), type of program, equipment required, and user and librarian satisfaction? *Rebecca Sturm, Head of Public Services, Northern Kentucky University, Highland Heights, KY 41076.*

A. The Mansfield University Library has produced, evaluated, and revised a microcomputer program for library orientation titled "Search and . . . Find It" for use on the IBM PC with disk drive and printer. Cost for the original was a sabbatical-leave semester for one reference librarian. Costs for a complete rewrite included 100 hours of staff time for writing; 100 hours of student assistant time, at $3.35 an hour, for programming; and $200 for 20 copies of software.

Although evaluation showed no significant difference in learning between microcomputer-instructed students and a control lecture-exercise group, librarians are pleased with a tool that allows them to use staff time for more advanced instruction, and student enthusiasm is high. *Deanna Nipp, Coordinator of Bibliographic Instruction, Mansfield University, Mansfield, PA 16933.* □

ACTION EXCHANGE welcomes your typed questions and answers. Q's and A's become American Libraries property and may be edited. Please include your name, address, and position. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

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reader forum

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American Libraries encourages comment up to 250 words on recent content in our pages or on matters of general interest to the library profession. Letters must be signed and are subject to editing for economy. Longer contributions may be submitted to the "On My Mind" department.

Is it ethical?

The ALA Ethics Committee has asked *American Libraries* to publish some hypothetical questions designed to stimulate thought on ethics in professional library service. (The first four were published in 1983 issues and answered.) Here's the fifth:

In a college or university reserve room, do faculty have the right to examine circulation data to determine which students have been performing reserve reading?

Comments under 150 words sent to *American Libraries* (Editor, "Reader Forum") will be considered for publication.

Standards ALA's raison d' etre

MEMBERS OF THE AMERICAN LIbrary Association and other librarians should be grateful to Dean Edward G. Holley of the library school of the University of North Carolina and Library Director George Lewis of Mississippi State University for the courage, fortitude, intelligence, and deep professional concern they displayed in the Merwine vs. Mississippi State University case (May, p. 327–30). On the other hand, ALA's executive director, Executive Board, and legal counsel have done the profession a great disservice by not upholding the ALA-MLS degree, as reported.

> "The Mississippi State lawyers were astounded that a professional organization would not defend its own degree. They couldn't imagine the American Bar Association taking a similar 'hands off' position. Nor, might I add, can I."

It seems crystal clear to me, and I am sure to many of my colleagues, that the first order of business of the American Library Association should be to uphold its professional degree. Any poll (and please conduct one) of ALA's membership would reveal that the great majority of members would agree with me. The executive director, Executive Board, and legal counsel must be made to realize, even at this late and unfortunate juncture, that ALA came into existence for the purpose of establishing and maintaining standards for the profession. Indeed, this is its "raison d' etre." If this fact is not actively realized by the present ALA leadership, then its sense of mission is seriously distorted and the Association is in serious trouble. The membership should not for one moment tolerate leadership which will not uphold ALA's *primary* concerns. Certainly, the following quote from Dr. Holley's article has caused great alarm throughout the profession and has made many librarians wonder: "Just why do I belong to ALA?"

> "Doubtless these fears are what lead the ALA Executive Committee to accept the recommendation of Executive Director Robert Wedgeworth and legal counsel that 'ALA divorce itself from the tangled Merwine Case, where the facts are in dispute, and talk about principles.' "

This statement illustrates conservatism and poor judgment in the thinking of the executive director and ALA's legal counsel. In all legal proceedings the facts are in dispute!

ALA's present leadership should be strongly urged, by a task force or a letter-writing campaign, to heed Dr. Holley's suggestion and join the Merwine vs. Mississippi State University case as a friend of the court.

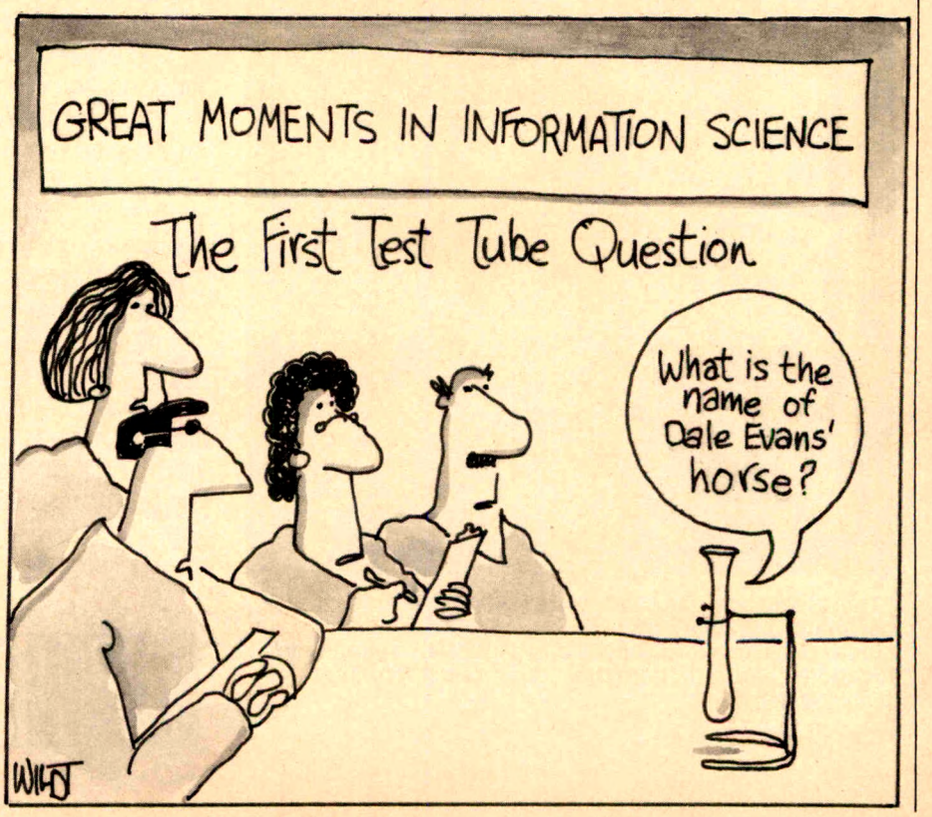
> "The plaintiff in the Merwine Case has appealed Judge Powers' decision to the Fifth Circuit of Appeals. In my opinion, this would give ALA an excellent opportunity to enter the case as a friend of the court. Since this case may wind its way eventually to the U. S. Supreme Court, there is a lot at stake for librarians in the ultimate outcome."

It is high time the ALA leadership shed its cloak of Victorian pedanticism and come into the twentieth century especially since we are near the twenty-first century. Our leadership might look for direction to organizations like the National Education Association and such individuals as Mary Futrell, who are actively fighting to maintain the standards of their professions.

DONALD F. JOYCE, ALA member, Downtown Campus Library, Tennessee State University, Nashville

Not on road to MLS validation

AS A LIBRARY DIRECTOR AND A graduate of the University of North Carolina at Chapel Hill School of Library Science and



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SEE US AT THE ALA IN DALLAS

a member of the OLPR Advisory Committee I must take issue with Dean Holley's article on the Merwine case and the MLS degree in the May issue (p. 327–30).

First, I resent being accused of fear, vacillation, and poor decisions because I respect the laws of the land and, by the way, happen to believe in the principles of affirmative action and equal opportunity. I cannot imagine any library administrator who would not admit that he or she had known paraprofessionals qualified to be professionals by virtue of experience on the job. Indeed, we've several on the staff of the Santa Fe Regional Library, and I've encouraged them both to apply for professional vacancies and also to apply to ALA-accredited library schools so that they will have greater job choice and flexibility for advancement.

However, the MLS, whether ALA-accredited or not, has not been validated, and the recent King study on competencies really did not bring us further along the path toward validation. Dean Holley compared librarians to lawyers and the ALA to the American Bar Association, but he failed to mention that state bar associations have bar tests to be passed before one can practice law in the state and that, legally, one does not have to have a degree to take the bar test. Some state libraries have, in a similar fashion, promulgated certification tests for paraprofessionals to qualify for professional positions in that state without an MLS.

Until the ALA or state library associations, backed by state law in the latter cases, develop a certification technique or validate the MLS, a library manager would be illegal and unethical to refuse to consider a paraprofessional for a professional position. The danger we in the field now face is the lack of help we get when we have to do this. We must try to compare experience vs. degree in as objective a way as we can devise on our own.

It is time for Dean Holley to stop jousting at windmills and put the vast resources of library education into a practical solution to alternate routes such as certification or, if he insists upon the sanctity of the ALA-accredited MLS, a validation of it as an entry-level requirement.

Polly Coe, ALA member,
Santa Fe Regional Library
Gainesville, Fla.

Limiting leisure listening

FELICIA CARPARELLI'S ARTICLE, "Public Library or Psychiatric Ward" (April, p. 212), could have been penned by any of us at the Central Library of Buffalo and Erie County Public Library.

The members of my department, the Music Department, have frequently discussed ways of limiting access of the "creme de la creme" to our doors. City Mission residents flock to the department as soon as we open to make appointments for leisure listening on our phonographs. This is an ongoing problem for us, as our equipment demands that we be disc jockeys for the patrons who want to listen to reference collection selections.

In our library we include pop, rock, soul and jazz in the reference collection, or else we would not have a single record left.

The listening booths are controlled from a panel behind our desk. We have limited an individual's use of this facility to one hour per day. This change in policy seems to have broadened our patrons' horizons, as they now shift to other areas of the building heretofore unknown to them.

Judith Lopez Del Moral,
Buffalo and Erie County Public Library,
Buffalo, N.Y.

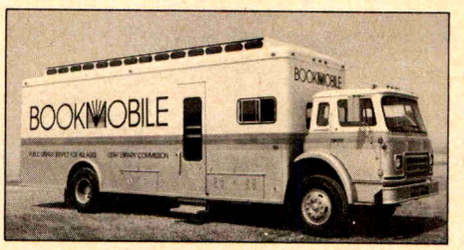
Monroe alumnus gets "special feeling"

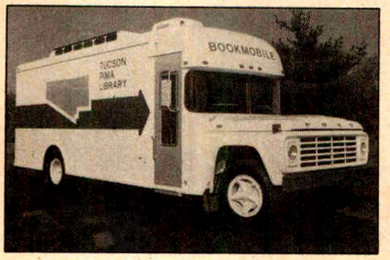
AS A MEMBER OF ALA AND AN alumnus of James Monroe High School, I would like to thank Mr. Plotnik for his article, "Wanted: A good angel," in April (p. 196).

James Monroe has had a proud heritage of graduates, and the dedication of the faculty and the administration has kept this heritage alive in today's students during a time of inner-city decay. Mr. Beck's Oral History Project gave today's students some contact with the past and hope for the future.

The library was an important part of our lives at James Monroe just as it was an important part of today's Monroevian life. If the inner city is to be reclaimed, knowledge has to be our strongest weapon..

It gave me a very special feeling that an





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association the size of ALA would recognize and bring attention to the plight of an inner-city high school in the Bronx.

Thank you once again and I share your hope that a new library will arise from the ruins.

BENJAMIN M. SCHRAGER, ALA member, Methuen, Inc. New York, N.Y.

"Angelitas" to the rescue

I HAVE JUST READ ABOUT THE FIRE at the James Monroe High School library (April, p. 196).

Perhaps instead of "a few good angels" with large amounts to contribute, many of us smaller "angelitas" with just a few dollars to spare could help our fellow librarians.

In this spirit, please pass on this small contribution and all my good wishes for their continued courage in the face of what must seem overwhelming odds.

DOROTHY BRONSTEIN, ALA member, Christiansted, St. Croix, Virgin Islands

Help for Monroe High School library

YOUR EDITORIAL (APRIL, P. 196) touched my heart (and wallet)—I am enclosing a very small check to help the library of the James Monroe High School. I know that this will not go far, but if others feel as I do, you should be receiving an avalanche of mail.

I sincerely hope that this will be the case. I don't mind if other libraries *do* send out a call when such a disaster occurs. I would help whenever I could with a check.

I wish I could do more.

YVONNE E. GREEAR, The University of Texas Library, El Paso

Lacking an "avalanche," we are still hoping for more good angels.—Ed.

If they'd been librarians **by B.B. Rile**

Cleopatra offers nonprint materials.

Caption correction

JACQUELINE WINSLOW Miller, director of the Yonkers (N.Y.) Public Library, took part in the ninth annual Legislative Day in Washington, D.C. In a photo appearing in the ALA Annual Report (*AL*, April, center insert, page d), she was misidentified as Cathy Lenix Hooker. The error is regretted.

"Info Madness" brings gladness

THANKS SO MUCH FOR YOUR "Information Madness" editorial (Mar., p. 124). It is one of the best statements of our present professional neurosis I've seen in ages.

MARY K. CHELTON, ALA member, coeditor, Voice of Youth Advocates

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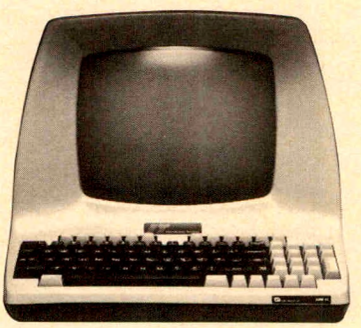

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dash off a response, without delay. So I'm writing to say "Thank you and bless you" for such a sane, perspicacious, and even courageous statement.

HANS E. BYNAGLE, ALA member,
Whitworth College library,
Spokane, Wa.

The continuing saga of no. 10000000

I HAVE BEEN FOLLOWING THE CONtinuing saga of OCLC no. 10000000 since the record was input into the database by California State College last October (*AL*, Dec., p. 698; Jan., p. 16; and Mar., p. 134).

I believe the overall issue that has been raised is the quality of the member-contributed cataloging found in the OCLC database. OCLC is obligated to correct obvious errors that appear in each millionth record as a result of the publicity that these records and their inputting institutions are given. These particular records are highly visible in the library technical services community in a way that does not match any of the other member-contributed records.

OCLC Bibliographic Input Standards requires new descriptive cataloging to conform with AACR2 and LC rule interpretations. Record no. 10000000, as entered into the database, did not conform to those requirements and was justifiably corrected. The staff at CSCSB could have entered the record into the database according to the prescribed standards and then edited to meet their local cataloging policy requirements. The fact that few people would normally see or use CSCSB thesis records is no basis for inputting an inaccurate and misleading record.

OCLC handles thousands of corrections each year at great expense, the cost of which is passed on to all OCLC participating institutions. In addition, individual libraries can spend a great deal of time and money editing "bad" records when dealing with member-contributed cataloging. The need for consistent cataloging becomes more important when records are available for the use of others outside the originating library in acquisitions, cataloging, identification, and interlibrary loan. Even the California State University Libraries, of which CSCSB is a part, plan to eventually implement an online union catalog. The usefulness of such a system would be enhanced if it contained uniform catalog records. In light of this and the recent publicity, I would hope that CSCSB library will review its thesis cataloging policy.

I congratulate CSCSB library on having input no. 10000000; in fact, I may have helped bump their record into that slot by inputting no. 9999999. In any event, I feel the quality of cataloging in the OCLC database is slowly improving. Let's hope the trend continues so that record no. 11000000 is error-free.

ROBERT V. BREMER, ALA member,
Southern California Rapid Transit District Library

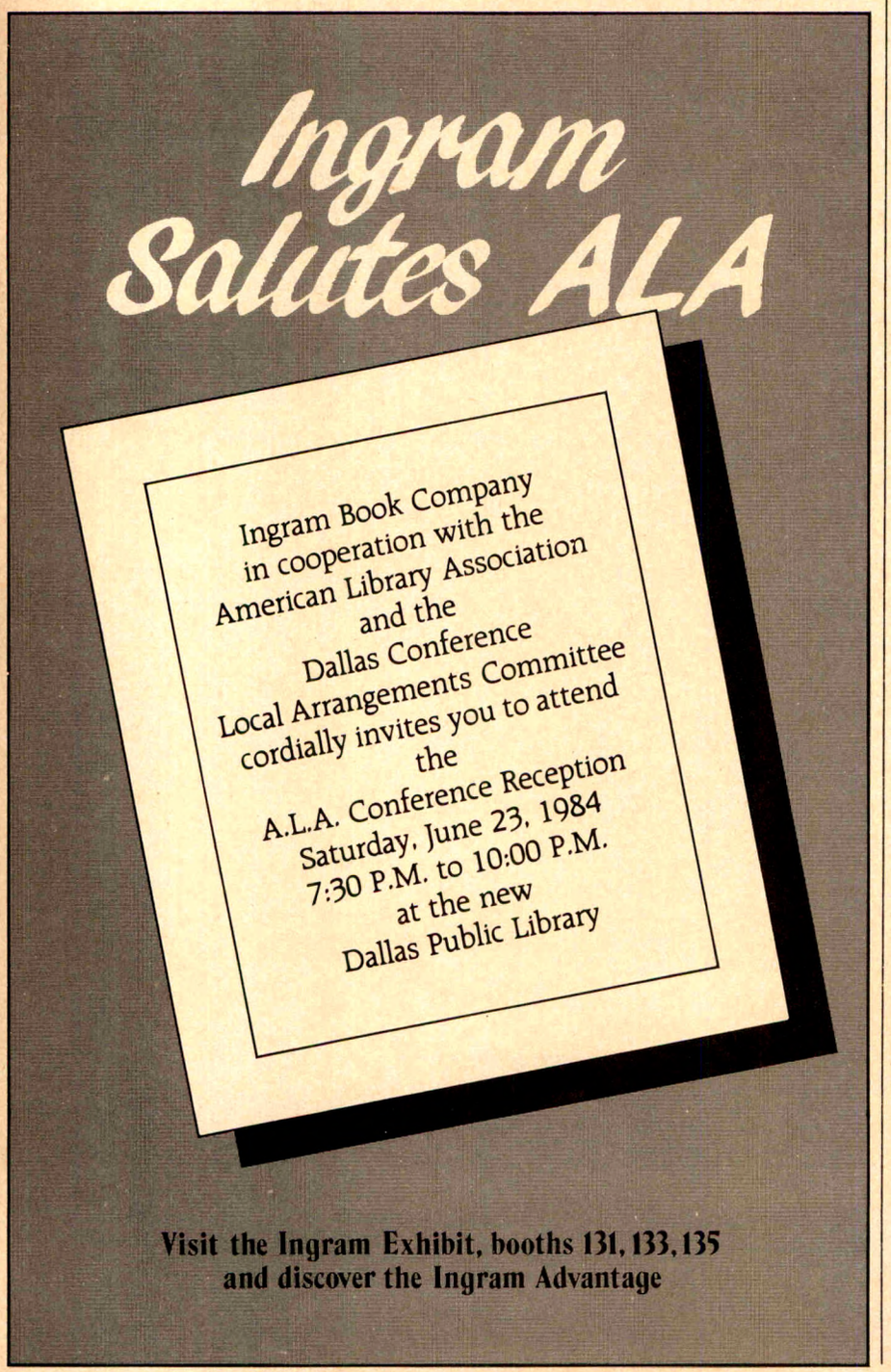
Government cassette guide

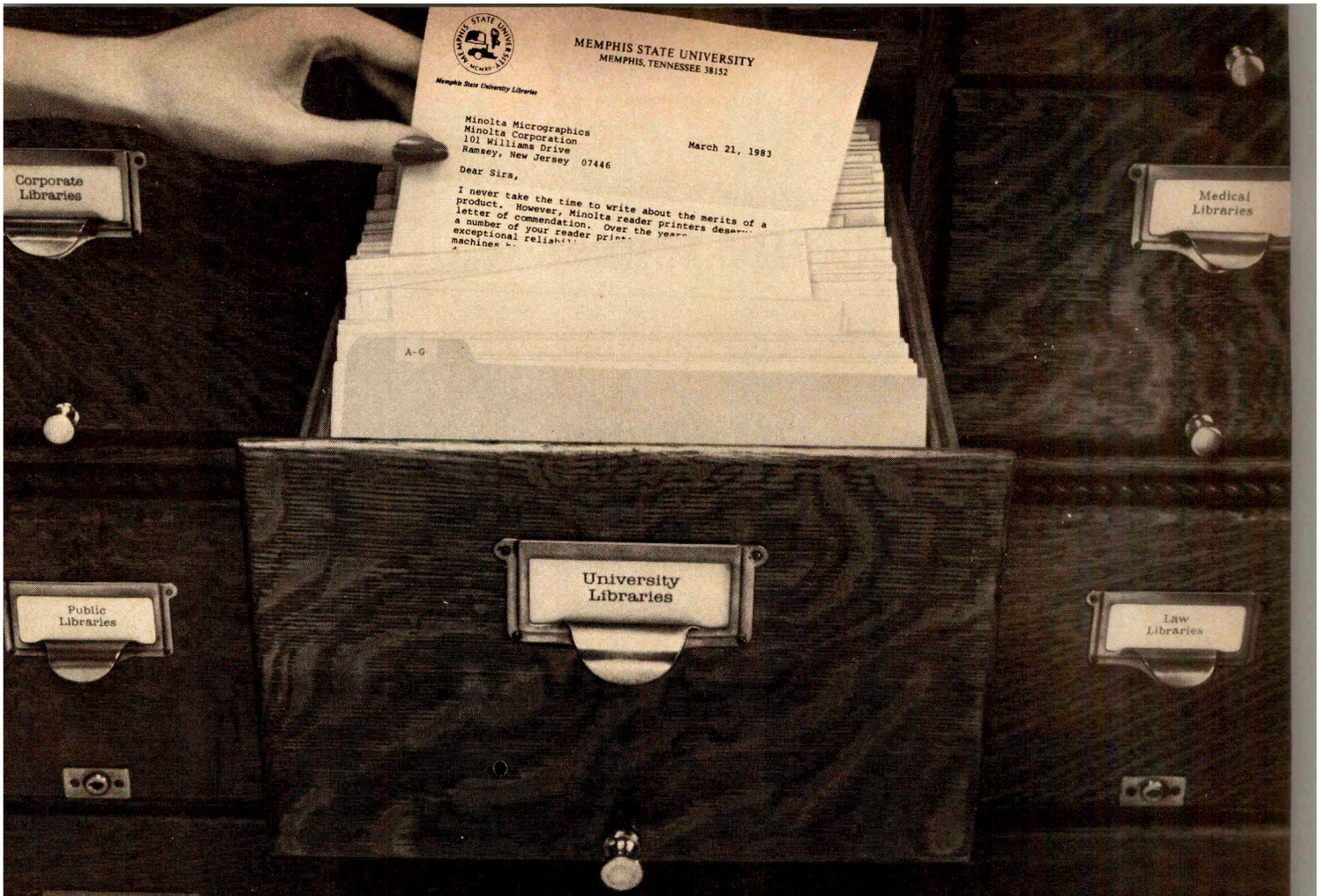
BRYAN DAVIS IS CORRECT ABOUT the burgeoning market in cassette-recorded books for general audiences (Mar., p. 165–170). The National Library Service for the Blind and Physically Handicapped has been tracking these developments for a number of years and has identified literally hundreds of sources for purchase or rental of full-length books, as well as abridgments and adaptations.

We issue a series of circulars with the general title, *Guide to Spoken-Word Recordings*. There are four separate guides in this series: Foreign Language Literature and Instruction; Educational, Professional, and Self-Development Materials; Literature; and General Nonfiction.

Each guide includes names and addresses of sources, price ranges, and brief descriptions of the types of materials offered. Copies are available free from the Reference Section, National Library Service for the Blind and Physically Handicapped, Library of Congress, Washington, DC 20542.

LINDA REDMOND, National Library Service for the Blind and Physically Handicapped, Library of Congress, Washington, D.C. □





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Throwing out belles lettres with the bathwater

A patron protests what he considers boorish weeding of library collections

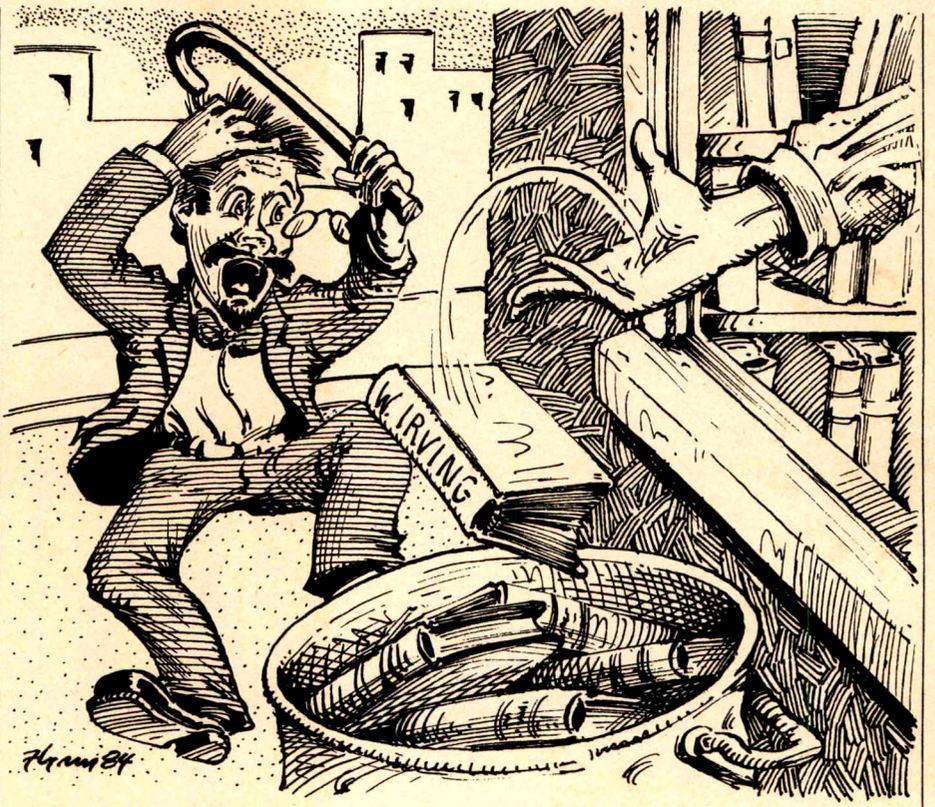
by J. Wesley Miller

AN INFESTATION OF BOORS has taken control of our libraries. They don't know what they're doing, and they're proud of the job they're making of it. They are library professionals, which means that like John Earle's "A Pretender to Learning" (1628), they are "great Nomen-clators of Authors, which they have read in generall in the Catalogue, and in particular in the Title [page], and go seldome so farre as the Dedication." For depth they occasionally dip into *Choice*, a magazine of brief reviews for acquisitions librarians. Mindless of Milton's admonition that "as good almost kill a man as kill a good book" (*Areopagitica*, 1644), they are merrily throwing away books with enough vigor to make book burnings under the Inquisition look like a hotdog roast at a Methodist Sunday-school picnic. Unfortunately, there are no journals providing counsel to deaccessioning librarians.

Periodically things get crowded, and well-run libraries have always systematically weeded out worn and useless books. But never before has it been done on the scale, or for the motives, with which it is being done today.

"Everybody's doing it"

"Everybody's doing it," a librarian told me. In a small Vermont library one summer I discovered that all the library's titles by Mary E. Waller, the prominent Vermont local colorist who did 15 books with Little Brown, were up for immediate sale because the new librarian, fresh out of library school, had lacked the intellectual curiosity to find out who Waller was. (They were also discarding an Isaiah Thomas Bible.) A dealer sold me my copy of another Waller book, *Our Benny*, a Lincoln centenary item. The bookseller had purchased it from yet another Vermont library to which it had been given by the local G.A.R. chapter after they had received it, as did all Vermont G.A.R. chapters, as a personal gift from Waller.



At a small liberal arts college with a strong ministerial preparation program and a very weak collection in English literature, the definitive three-volume edition of Arminius, the noted Dutch theologian, and the collected works of the Rev. Sydney Smith were tossed out because the religion department no longer had use for them. The librarians failed to recognize that Arminius is basic to Milton and that Smith was a major essayist and cofounder of *The Edinburgh Review*.

In a major city library which has always had closed stacks so that people never could see what they contained anyway, I was given my choice of anything on a booktruck for a dollar a volume. I discovered through conversation that the librarian doing the weeding had missed a local imprint and didn't recognize the importance of Hall's satires, Shenstone, and the great classicist Basil Gildersleeve. I was told, moreover, that sets of major authors such as James and Cooper were being broken and only titles that circulate with some regularity were to be saved. Thus, *The Deerslayer* was safe, but *Oak Openings* was to be stung.

Security a problem, too

And at a major university with an annual rare book budget in the thousands but no electronic security system to protect its general collections, a sophisticated graduate student who is a rare book investor told me, "It's a good thing I'm honest, because I could walk off with $50,000 in

J. Wesley Miller, an English professor and analytical bibliographer, publishes frequently in literary history, education law, and bibliography.

books from the stuff in the stacks in a few weeks."

If library schools succeed in producing, as I believe they do, friendly, people-oriented individuals, that does not guarantee graduates who know anything about books or who are competent to be entrusted with the care of them. It isn't merely in deaccessioning that lapses are visible. Old-school reference librarians could tell you it was the green book over by that pillar. Recently, young but not brand-new reference librarians have confessed that they didn't know what Mansell, STC, and the *Union List of Serials* were. They have to look things up in the card catalog: They don't *know* the collection.

Patron complaints often ignored

Patron complaints about these goings on are often ignored, or put down with the simple statement that there is no call for the material (and anybody who does call for it is Strange). "If we ever had a research collection here, we can't afford it any more. We only get $100,000 a year to buy books, and that isn't very much," one librarian told me. Surely this is an extremely good reason for exercising high selectivity when making new purchases, but it can't justify dismantling substantial collections of worthwhile material built on the thrift of earlier generations.

Another librarian, a cultivated non-WASP, lately remarked, "You can't expect *us* to pay to preserve *your* cultural heritage." Thus, economic racism is apparently a seldom articulated but real part of the picture, too.

One common argument is that sales of old books raise money. Many libraries hold an annual book sale, and have made, it might be added, bigger profits from the discreet sale to far-out-of-town dealers of valuable old books skimmed out of the collections. A museum library quietly sold off, among a large batch of fine Victorian volumes, its founding benefactor's personal set of Bryant's *Picturesque America* (2 vols., Appleton, 1872–1874), which retails as high as $450. Then within a year the librarian had to borrow a set from a neighboring library 30 miles distant in order to display two plates from the book in an exhibition.

Not a renewable resource

The fact that "everybody's doing it" is a real problem, because antique books are not a renewable resource. Prices never go down. Though a library director can look smart for a year or two as he strips the collections of their guts to finance innovative puppet-loan programs, public lectures, and salaries for added subordinates to play these games, these goodies can only be sold off once, and then they are gone forever. Yet if library trustees hold firm and insist on hiring knowledgeable subject specialists, the library may lose its credibility, its eligibility for funding, or other special benefits.

Interlibrary loan no answer

Ultimately, patrons are assured, books can be requested on interlibrary loan (which takes weeks and costs money) or by visiting a nearby college library (which also takes time and can entail special arrangements). Beyond immediate limitations, such a view is short-sighted, because it fails to recognize that many colleges and universities are private organizations with no obligation whatever to serve the public, and because emerging technologies and spiraling inflation promise to render live-in universities as we know them obsolete sooner than we think. Learning will go on, but it will be in universities without walls, and probably also without libraries.

American democracy was established and has been sustained on the proposition that local free public schools and libraries are the foundation stones of our civic well-being. No matter what dimensions educational technology may assume in the years ahead, local free public libraries will continue to be in demand as community information, research, and recreation centers.

Classics should persist

The enormous strength of the historic preservation and collectibles movements belie claims that there is no demand for worthwhile old books and authors. Taste is always cyclical, but after the sifting and winnowing, the classics emerge and persist. The whole novels of Cooper are a natural and social ecology of the early years of the Republic, and any librarian who would discard them is in need of an education. Likewise for Prescott, Froude, Parkman, Lingard, Irving, Longfellow, and a host of lesser figures.

Even old bindings and engravings are a part of our heritage that people want to savor. Thackeray is not Thackeray without the original engravings, nor is he Thackeray in a modern dust jacket encased in plastic cover. Thackeray is a green binding with gold stamping and beveled boards.

The ideal weeder

It takes a great deal of learning to know just how important minor authors are, and the weeding of library collections must be left to the most learned, experienced, and conservative of multidisciplinary information specialists. Weeding library collections, even more than building them, is an art, not a science, and those who deaccession without knowing what they are doing do not deserve to be called professionals.

Countermeasure to damage

As a counter-measure to the damage already done, every public library should establish a substantial American Heritage collection containing the whole works of classic authors of Anglo-American culture up to 1900. As with large-print, women's studies, ethnic, and other collections, the size of any particular American Heritage collection will depend on the size of the particular library. A library that never owned the whole works of Irving certainly should not be expected to go out and buy them now. But it is time to recognize that we are first and foremost Americans, we have a proud and rich heritage in the *belles lettres*, and that, too, must be venerated and preserved at the local, grass-roots level. □

500 YEARS OF CONFLICT

The New York Public Library announces the most comprehensive exhibition ever mounted on the burning issues of censorship. *CENSORSHIP: 500 YEARS OF CONFLICT* presents the never-ending struggle between freedom of expression and the threat of oppression in an extraordinary exhibition of books, prints and manuscripts, drawn from the Library's world-renowned collections.

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CENSORSHIP:
500 YEARS OF CONFLICT

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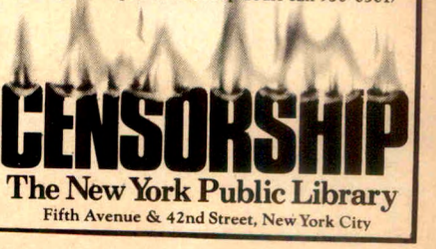

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The making of *The Transfer Agreement:* A library odyssey

by Edwin Black

Ed. note: Edwin Black is the author of the fast-selling new title, *The Transfer Agreement; The Untold Story of the Secret Pact Between the Third Reich and Jewish Palestine* (Macmillan, 1984). A Chicago writer whose parents survived the Holocaust, he has appeared recently on the *CBS Morning News* and discussed his controversial book in numerous other media stories. He wrote the following article for *American Libraries* not only "to thank librarians throughout the world," but to help make some of them more sensitive to the needs of a "lay" researcher.

IN LATE 1978, I EMBARKED UPON A JOURNAListic endeavor that would take me back into the upheavals of 1933. The world then was hoping to recover from a ruinous Depression, and the Jews were struggling to secure a homeland in Palestine even as Adolf Hitler was determined to annihilate them and conquer Europe. Out of this drama and chaos came a pact between the Third Reich and the Zionist Organization to transfer 60,000 German Jews and $100 million to Palestine in exchange for subverting a Jewish-led anti-Nazi boycott threatening to topple the Hitler regime in its first year. This extraordinary story was to be told with full particulars in my book *The Transfer Agreement*.

Normally, a historian or journalist would begin by preparing a list of archives and then spend weeks or months of time bent over boxes of loosely arranged documents. Frequently the researcher follows a bias—or perhaps *preference* is a better word—leading to archives *to the exclusion* of libraries. In doing so, however, the researcher often overlooks a trove of resources and services. But I took a different approach. Although I indeed probed the depths of many archival repositories, I decided early on to also make the fullest use of the numerous public, private, and special libraries in the U.S. and abroad.

My first stop was the Asher Library of Spertus College of Judaica in Chicago, headed by Jewish scholar Richard Marcus. I was fortunate because Marcus, the former assistant archivist of the Zionist Archives in New York City, could provide excellent guidance and perspective. Marcus was in fact the person who helped me locate obscure German and Hebrew manuscripts within the Spertus collection that verified the existence of the Transfer Agreement. He then gave me a short course on using libraries to their maximum: how to use the union catalog and interlibrary loan; which libraries possessed which collections; and what services could be expected. He even allowed me to hire his assistant for preliminary translations of the German and Hebrew materials we had found.

As the project developed, Spertus became a sort of home-base library. I checked in and out with progress reports and requests for help with problem solving. Marcus never failed to steal time from his busy schedule to help, and never failed to offer the full resources of the Asher Library.

Naturally, the Library of Congress Hebraic Section in Washington, D.C., was another important helping hand. This section is dedicated to Jewish, Israeli, and Holocaust studies and is staffed by resourceful and knowledgeable scholars. LC's contribution was to continually locate materials at libraries across the country, and seek out Nazi newspapers and German dissertations in its own stacks. Frequently LC staff would advise me of materials I had not yet heard of, and they would often circumvent the normal photocopying and mailing procedures to help me make a deadline.

Outstanding special libraries

Several special libraries also stand out. Especially vital was the Zionist Library attached to the Zionist Archives in New York City. At the time, it was headed by Zionist scholar Sylvia Landress, who immediately offered the utmost cooperation. Most important at the Zionist Library was a microfilm copy of the unexploited papers of Louis Brandeis, former Supreme Court Justice and American Zionist leader. The library also housed endless volumes of precious contemporary pamphlets and newspapers of the Zionist movement and Palestine during the 1930s. On many occasions I was granted special permission to remove these materials to a nearby photocopying outlet.

Also of great importance, but not quite as helpful, was the nation's most complete Judaic collection, the eminent Klau Library attached to the Hebrew Union College in Cincinnati. I spent days just wandering through its stacks. Although it was my custom to introduce myself and my project to the head librarian on my first visit, the supervising librarian of Klau felt this was unnecessary and perhaps silly. Therefore, I was left alone to discover Klau's intricate holdings, with very little time in my schedule. Fortunately, library staff members were able to show me shortcuts, and my visit was ultimately most fruitful.

Additionally, in the basement of Klau, overlooked by many who come to the institution, is a precious, obscure special library, the American Jewish Periodical Center. The center stocks America's most complete collection of Jewish serials, many dating back to the nineteenth century. If this library doesn't carry a publication, the staff often know where

In a May 10, 1933, rally urging Americans to ban all German products and services, some 100,000 Jews and other boycott supporters marched through the streets of New York. Edwin Black's book explores why the boycott was later stopped. (Photo courtesy of the American Jewish Congress.)

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else to find it. The staff of the Periodical Center not only helped me survey their holdings for relevant content, but for several years they mailed photocopies of key articles to me in 24-hour turnaround time. Since the Periodical Center is one of the few sources for the vital *Jewish Daily Bulletin,* for example, all manuscript work would often pause until its package arrived and its information was unveiled.

Another key library is the Center for Research Libraries on Chicago's South Side, which I often called the "dungeon library" after its reading room, then located just below street level. The Center is cooperatively operated by scores of larger university libraries, including the University of Chicago library. The Center's hard-to-define specialty might best be described as holdings not found in other libraries. For example, I found it to be one of the few locations housing the *Manchester Guardian*. Here, too, the staff regularly interrupted their schedules to accommodate my whirlwind requests.

Masterpiece of a library

Among the many public libraries that helped, three stand out: Chicago, Boston, and New York. Of course, no one can even think about Jewish research without visiting the extraordinary Jewish Section of the New York Public Library. This masterpiece of a library approaches the value of an archive in that it holds priceless minutes, protocols, and pamphlets dating back to the nineteenth century. Its staff members have a keen sense of the inventory and are more than willing to help. There are slight distractions as derelicts and other street creatures periodically wander in; as an occasional young, aggressive Jewish scholar demands a rare publication shouting, "I know you have it, and you're hiding it!"; and of course as users suddenly break into tears as they discover a painful moment in Jewish history.

NYPL also maintains a valuable "manuscript collection" that is really an archive. Ensconced in an 11th Street warehouse are the records of the Joint Boycott Committee documenting its valiant efforts to overthrow Hitler. NYPL did not permit photocopying at the time, due to an inexplicable regulation even the staff abhorred, but the library finally agreed to create a special microfilm of the documents that I was able to have printed out in hard copy. Since then, I understand, the rules have changed.

The Boston Public Library's great value was its microfilm copy of the captured German Foreign Ministry records. These essentially duplicated files at the National Archives in Washington, the Politische Archive in Bonn, and Yad Vashem Holocaust Memorial in Jerusalem. Hence I was able to learn of an important document from research assistants in Jerusalem and Bonn, and then call in the microframe number to another assistant in Boston who would run down to BPL and obtain a printout for express mailing to me or to my translators in Texas and Maryland. This would save great amounts of time by avoiding the delay of overseas mail. BPL

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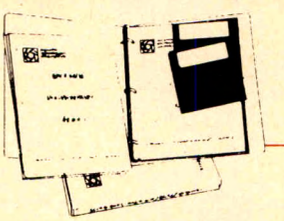

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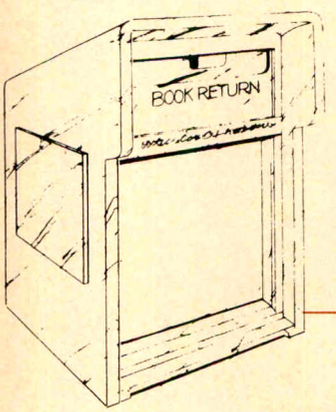

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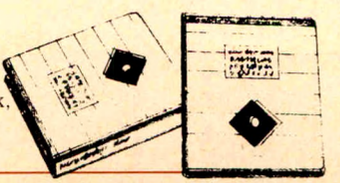

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There were several instances when the system became obstructive and unworkable. The hardest obstacle to accept was the intellectual hoarding of certain eminent university libraries.

had its own time requirements, but routinely waived them for the benefit of the transfer research, often providing us with immediate turnaround.

Once in particular, BPL was a lifesaver. A Nazi document of great importance to the book was discovered in Washington, but key passages were out of focus on the National Archives' copy. I checked with Bonn and Jerusalem, and their copies were also unreadable. Finally, we checked BPL's copy, which for some reason was not out of focus. The result was a breakthrough in determining exactly when a climactic telegram sent from Palestine was received in the German Foreign Ministry in Berlin.

The Chicago Public Library was crucial because its newspaper holdings included many long-forgotten publications that were important in 1933. What's more, the book acquisitions of CPL were prodigious during the 1930s and 1940s, far more extensive that any buying the library is capable of today. As a result, its shelves are filled with obscure biographies and memoirs of the sort typically published during the period in very small runs, many of which cannot be found elsewhere. These biographies frequently gave me insights into the mindsets of the principals of the era.

Intellectual hoarding

While I was generally successful in making the library system work for me, there were several instances when the system became obstructive and unworkable. The hardest obstacle to accept was the intellectual hoarding of certain eminent university libraries. For example, the University of Chicago Library is one of the most valuable sources of serials, monographs, and obscure foreign language materials. Yet they refuse admittance to all except the school's own students and staff.

U of C librarians claim the prohibition can be circumvented on an extremely limited if complex basis. For example, those who don't live in the Chicago area can obtain a pass allowing them in five days per quarter. Chicago-area residents can obtain a one-day pass to review a specific book *if* it does not exist elsewhere and is not obtainable from any other library via interlibrary loan. For example, I was once told to go through the weeks-long process of obtaining a book from Columbia University's library rather than being permitted to examine it in my hometown of Chicago.* The result of these strictures is that very few journalists and scholars except those connected with the university can really use its extraordinary holdings.

A second hoarder was Northwestern University, although it at least allowed the public to enter during daytime hours to examine its holdings. This can be equally frustrating, since at the time Northwestern denied lending privileges to all but its own. No scholar or journalist can put together a complex project involving scores of books without being able to take at least some of them home. Northwestern has since instituted a $50-per-quarter fee that at least extends borrowing privileges to serious scholars not affiliated with the university.

The intellectual hoarders have ready explanations for their policies: overuse, vandalism, community abuse, and the need to help justify the high cost of tuition with exclusive library rights. Many of these are valid points. But the fact remains that the great university libraries of Europe and America in the main are open and unrestricted; otherwise, knowledge could not be exchanged. The students and staff of the University of Chicago are free to use other public and university libraries, but the privilege is not reciprocal. And although Northwestern students can borrow free of charge from, for example, Evanston Public Library next door, Evanstonians and others must now pay $50 per quarter to borrow from Northwestern's holdings.

Unworkable ILLs

Interlibrary loan was another unworkable part of the system. For the serious scholar requiring many books for sometimes a month or two at a time, and needing to obtain them quickly, interlibrary loan was little help. First, the process can take many weeks. Second, by the time the book arrives there is usually very little time left in the lending period for actual user review. For instance, it once took five weeks to move a title from a southside Chicago Public Library branch to one close to my home, and when it finally arrived I was only allowed three days for use.

Renewals were another obstacle. For very good reasons, each library has its own renewal policy. Those that permitted repeat renewals until the book was actually needed by another user were the most helpful. Those that allowed only two or three renewals before turning the book in made life difficult. Renewals by mail and telephone were the easiest. Renewals required in person caused havoc on a weekly basis.

The only way to circumvent the obstacles of intellectual hoarding, interlibrary loan, and renewals was to maintain a network of students and assistants at every university and in every city where important books were to be found. These people were given the responsibility of checking out the titles, mailing them to me in Chicago, and seeing to renewals. It cost me a great deal of time and money, but in this way I was able to continuously use over 500 titles from several dozen libraries across the United States.

But more important than the obstacles was the inherent value of the library system. The sheer magnitude of its accumulated knowledge and its general accessibility was the factor that allowed me to discover the details of the secret pact between Germany and the Zionist movement. Had it not been for the library system, indeed I could have never written the book, and the world would still not know the story of the Transfer Agreement. □

* Paul Klain, head of lending services at the University of Chicago's Regenstein Library, told *AL*, "If the item were not available in the Chicago area, we would let him in to look at the book." Klain, who did not deal with the author, also stated that it is possible for researchers to make arrangements for long-term use of the library in subject areas in which materials are unavailable elsewhere. —*Ed.*

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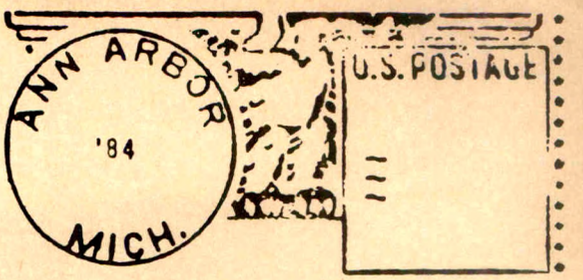

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Publishing at ALA: The quest for success

Can the ALA imprint, worth more than $4.4 million a year in revenues, thrive within a framework almost 100 years old? No, says ALA's new publishing chief.

by Edith J. McCormick

The American Library Association's publishing unit has been controversial for almost a century. The unit's current name, Publishing Services (PS), suggests a status subservient to the various interests in the profession. The publishing operation has never quite made itself felt as an independent force; it has been shaped, for better or worse, by a Publishing Committee of ALA members. The committee interprets the needs of the field to the head of the publishing department, and guides the department's editorial direction.

Publications are essential to the Association. They not only reflect its activities, but are the chief means of exchanging information and ideas among ALA members, the profession here and abroad, and the publics that librarians serve. The ALA imprint has influence worldwide.

This article focuses on the ALA's core publishing program familiarly known as "Books and Pams," which includes all types of publications except periodicals.[1]

A one-dollar marvel

At an annual conference in Milwaukee in 1886, ALA first established a Publishing Section. An annual $1 fee allowed members to receive all publications, which amounted mainly to papers presented at conferences and those published in *Library Journal*, then the Association's vehicle for reaching its members. In 1900, the section's name was changed to the Publishing Board.

In 1902, Andrew Carnegie gave the association $100,000 for the preparation of bibliographies, indexes, reading lists, and other library aids. Members appreciated the program, because it provided libraries with small publications that would not have been published by commercial houses. During these early years, ALA Publishing was primarily an agency that bought printing and warehoused the books. Members generated the manuscripts and did their own editing. In 1935, Everett O. Fontaine became the first acting chief of Publishing, then known as the Department of Publishing and Cooperative Services.

Today, Publishing Services is at a critical turning point, perhaps the most challenging in its 98-year history. Not only are new technologies dramatically changing the profession, but competition among library publishers is becoming more intense in today's economic climate. Gary Facente, ALA's new Publishing Services director, occupies the hot center of this transition.

In sustaining Publishing Services' increasing revenues (up 11 percent from 1981 to 1983), Facente has made his mark as a capable manager in his first year and a half on the job. At the end of fiscal 1983, publishing surpluses returned to ALA's General Funds were at a five-year high (see chart).

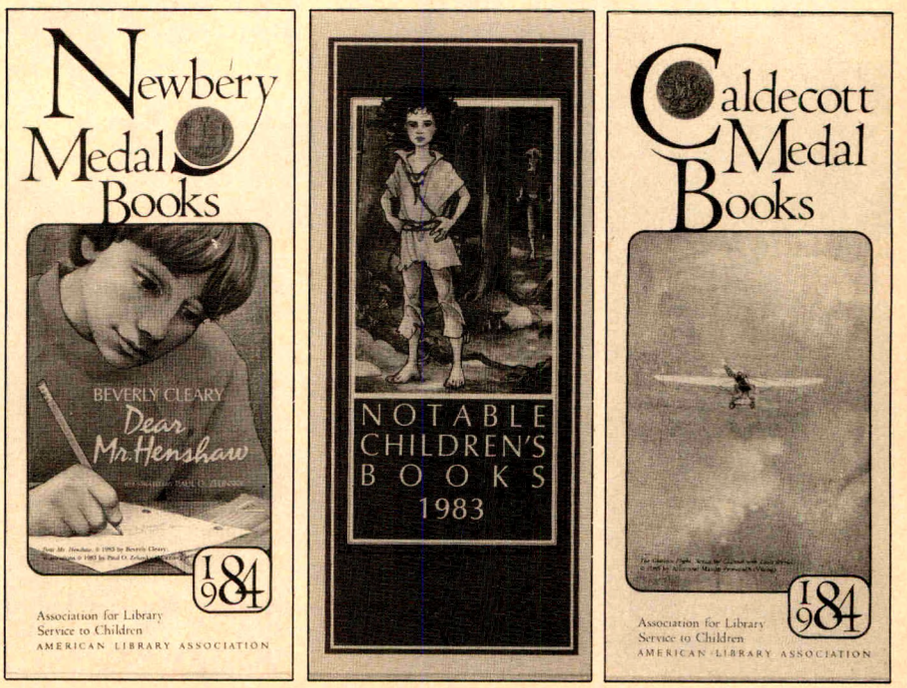
How important are publishing revenues to the Association? Last year, more than 51 cents of every dollar in total ALA General Funds revenue came from Publishing Services income.

That's a pretty important number. Yet, most ALA members know very little about the Association's publishing operation and the new approaches to it being fostered by Facente.

What difference will these approaches make to the imprint of the world's largest library association?

A climate of austerity

Facente came to the Association in September 1982 with 12 years' experience in trade publishing. He was selected over some 105 candidates.



The "pams" produced by "Books and Pams" include such popular pamphlets as these guides to award-winning books, selected by Association for Library Service to Children committees.

[1] Administratively, ALA Publishing Services also includes *American Libraries*, *Booklist/Reference Books Bulletin*, and *Library Technology Reports*. The Central Production Unit, which handles all aspects of production for seven journals and eight newsletters from various ALA units, also reports to the publishing director. Divisions and offices have varied publishing programs not under PS management.

Edith McCormick, assistant managing editor of *American Libraries*, has been with ALA 19 years and writes frequently on publishing developments. The opinions expressed here are her own.

He walked into an organization in a mood of austerity. Executive Director Robert Wedgeworth had recently concluded his report to the membership on the state of the Association: "Curbing our appetite for program expansion until new revenues are on stream is the major task ahead."

In a recent interview with *AL*, Facente confessed he had no idea what lay ahead of him when he became director. "I never suspected an organization could be this complex," he said. "The publishing program is essentially sound, but because ALA is such a horizontal organization with so much participation on the part of members, change comes slowly."

Six weeks after arriving, Facente faced his first meeting with the ALA Publishing Committee, chaired by John Cole of the Library of Congress Center for the Book.

Facente's first confrontation

Established as a Council Committee in 1974,[2] the 10-member group "controls the use of the ALA imprint. . . . and gives counsel and guidance to the administrator of the publishing unit." This mandate empowers the committee, among other things, to make recommendations on budgetary matters to the Committee on Program Evaluation and Support (COPES) and other appropriate units.

At that meeting, Facente emphasized the need for Publishing Services "to adapt to changing conditions in the outside world" and to make budgeting more realistic—an allusion to a previous budgetary practice of overestimating projected revenues.

One year later, in fall 1983, Facente made his point before the committee and COPES. He said: "We must establish a good administration that puts us into the present scene of what it takes to be competitive in the publishing business. Publishing is not healthy when stretched to its limits. There's no discretionary money or time . . . no slack at all." He then made his pitch. "Most firms reinvest 60 percent of their profits into the business," he said. "Let us take 10 percent of our surplus as reserves to do innovative things with, providing for growth, staff development, and new projects."

A few days later the Executive Board authorized that reserve: $51,150.

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[2] The Editorial Committee and Publishing Board were merged into the present Publishing Committee in 1975. Before that time, a committee of members, the Editorial Committee, decided what would be published.

Top-level team is headed by new ALA Publishing Services Director Gary Facente (right); Herbert Bloom, senior editor, is responsible for building ALA's list; and Helen Cline, managing editor, oversees all aspects of production, including scheduling, editing, design, and physical production.

Calling on librarians his initiation

Now 39, the new publishing director has a broad grasp of the publishing business. He started as a sales rep in the film division of McGraw-Hill Book Company in 1970, calling on school library media specialists and supervisors as well as academic film librarians. He was the first head of McGraw's Educational Television Department and its Midwest regional manager. From 1977 to 1980 he was general manager of Follett's Trade Book Department. Facente was editorial director when he left Follett.

"I know about the financial end of the business because I've had jobs that required profit-and-loss responsibility," Facente told *AL*.

Publishing's strengths and weaknesses

ALA Publishing Services compares in size to the average scholarly book publisher. With a staff of 11 (see photos), including two acquisitions editors, it produces more than 30 books a year. About two-thirds of ALA Publishing's business is backlist—a healthy sign. Its titles also stay in print longer than those from competing houses, according to Facente, who estimates "active" titles at 150.

The editorial staff meets weekly and independently chooses what will be published. It acquires projects from outside the Association as well as such ALA units as the Office for Intellectual Freedom (*Censorship Litigation and the Schools*). ALA's list reflects a diversity of profes-

Comparable in size to the average scholarly book-publishing staff, ALA Publishing Services personnel include, left to right (top): Patricia Foley, publishing assistant: Joe Brinley, associate editor, responsible for building ALA's list; Robert Hershman, operations manager; Harriett Banner, production and planning director; Betty Crowley, Gary Facente's secretary; Matt Jobst, supervisor of Order Services, which has recently merged with Publishing; (bottom) Mary Huchting and Sylvia Royt, production editors; Paul Kobasa, marketing manager; Marcia Rasmussen, graphic artist; and Donna Kitta, assistant to the production staff.

sional concerns, from Anne Mathews' *Communicate: A Librarian's Guide to Interpersonal Relations* to Francis Miksa's *The Subject in the Dictionary Catalog*.

"The books we publish are physically as good or better than those of our competitiors, in bindings, acid-free paper, graphics. We're careful to select suppliers who have done quality work for us, including designers," Facente said. He does admit, however, that ALA is sometimes slower in producing a book from manuscript to book than it should be.

He prefers to publish fewer books rather than increase staff to produce more titles within a demanding time-frame. "Many times we feel constrained to return a specific surplus to general funds, and we believe the only way to accomplish this is to produce more books," he said. But now that the reserve fund is in place and the reinvestment precedent established, Facente feels the pressure has diminished.

Among some 40 publishers in library science, Facente counts as ALA's major competitors Neal-Schuman, Libraries Unlimited, Oryx, Scarecrow, Shoe String, and Greenwood. In reference books, he calls Gale and Bowker "the ones to watch."

He believes ALA has encouraged writers who have subsequently gone on to other houses, but he said they shift for many reasons. "In some cases, they get more money elsewhere; in others, they think another organization can do better marketing for them."

Herb Bloom, acquisitions editor with ALA since 1969, made another distinction. "Some authors go to other houses with different projects because of the specialties each house has developed," he said, "but they will continue to publish with us. We maintain relations with authors after their first book. So if they go to another publisher with their second title,

How to publish with ALA

Potential ALA authors are encouraged to suggest new publication projects.

Send a brief letter of inquiry to Herb Bloom or Joe Brinley, Publishing Services, ALA, 50 E. Huron St., Chicago, IL 60611. In the letter, state your background and present work, and the project you are proposing. Provide just a few paragraphs describing the project, emphasizing its distinctive characteristics, especially those that would serve potential buyers. Indicate the stage of your project; e.g., outline only, a few finished chapters, or completed manuscript. Do not send any material at this point.

ALA Publishing is interested in creating a distinctive place for each project in its publishing program. Early notice from an author who wants to prepare a publication allows the editor to shape books that will be complementary rather than redundant.

If your letter of inquiry describes a project of interest to the editors, they will ask you to write a longer proposal. The proposal should identify the specific audiences for the book, its projected length, other works on the subject, and special considerations. A more detailed description of content, structure, and method is required at this time.

ALA issues contracts and pays advances against royalties often without waiting for books to be completed. Normally, advances range from $300 to $3,000. If the sales potential is promising, some advances exceed this range.

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they will return to us on the third one.''

Recent authors ALA has supported with first books are Caroline Bauer, Nancy Melin, Patricia Breivik, Heartsill Young, Ann Prentice, Ronald Blazek, and William Gray Potter.

Top sellers

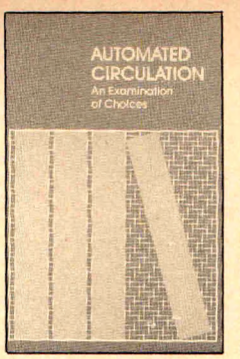
In terms of copies sold, bestseller honors for 1982–83 go to the *Anglo-American Cataloguing Rules*, 2nd ed., and all its permutations (see box). ''Dollars, on the other hand, come from big reference books such as Eugene Sheehy's *Guide to Reference Books*, the *ALA World Encyclopedia of Library and Information Services*, and *Who's Who in Library and Information Services*,'' Facente said.

Asked why ALA has only a few such big books, Facente blamed lack of money to reinvest in major projects.

A recent acquisition he considers ''our big book for 1984'' is a revised edition of *Computer Readable Databases: A Directory and Data Source Book*, which Facente went after in competition with commercial publishers. It was written by Martha Williams, a professor of library science at the University of Illinois and the editor of *Online Magazine*. The directory was first published by The American Society for Information Science. ALA plans to publish it in softcover this fall.

Bringing new life to the list

Facente sees the ALA market as a changing one. ''Librarians can no longer buy everything. They have to be more selective, and *we* have to be more selective,'' he said. He believes ALA's successful titles will be those giving librarians practical information to help them in their work. ''*Online Searching Technique and Management* is that sort of book, as is *Output Measures for Public Libraries*,'' he said. ''Or books that apply to one's immediate job, such as Joe Matthews' *Automated Circulation: An Examination of Choices*, and handbooks on carrying out policy such as the *Intellectual Freedom Manual*.''



Typical of the practical handbooks Facente wants to see characterize the ALA list is this title, edited by Joseph Matthews and Kevin Hegarty.

He also wants to speed up ALA's published information sources, including proceedings and collections of papers.

Herb Bloom wants ALA to publish

(Continued on p. 421.)

ALA's top 25 sellers in units and revenue, 1982–1983

(These figures are based on the final sales report from fiscal year 1983.)

Titles	Units sold
1. *AACR2 Revisions*, 1983, $2.50 p. (paper)	9,052
2. *AACR2*, 1978, $15 p.	5,236
3. *ALA Filing Rules*, 1980, $5 p.	4,232
4. *Output Measures for Public Libraries*, 1982, $8 p.	3,846
5. *Guide to Reference Books, 2nd supp.*, 1982, $15 p.	3,375
6. *Sequels*, 1982, $22.50 cloth	2,770
7. *30 Questions*, 1982, $2 p.	2,659
8. *Handbook for AACR2*, 1980, $20 p.	2,247
9. *68 Great Ideas*, 1982, $5 p.	2,080
10. *Sign System Manual for Libraries*, 1982, $5 p.	2,021
11. *Concise AACR2*, 1981, $8 p.	1,967
12. *Thursday's Child*, 1981, $15 cloth	1,726
13. *Self-Instruction Manual*, 1981, $9 p.	1,558
14. *Doors to More Mature Reading*, 1981, $7.50 p.	1,535
15. *Let's Read Together*, 1981, $5 p.	1,489
16. *Planning the Library Instruction Program*, 1982, $10 p.	1,484
17. *Cartographic Materials*, 1982, $40 cloth	1,453
18. *Handbook for Storytellers*, 1977, $15 p.	1,449
19. *Caldecott Calendar*, 1983, $6.95 p.	1,438
20. *Beyond Fact*, 1982, $12.50 p.	1,431
21. *ALA Yearbook, 1983*, $65 cloth	1,399
22. *Anniversaries and Holidays*, 4th ed., 1983, $20 cloth	1,279
23. *Media Programs*, 1975, $7.50 p.	1,246
24. *Communicate!* 1983, $8 p.	1,234
25. *Bibliographic Record and Info. Technology*, 1982, $25 cloth	1,208
Intellectual Freedom Manual, 2nd ed., 1983, $15 p.	1,208

Ed. note: The ALA Encyclopedia *was virtually sold out after 1982–83. Some 4,200 copies were purchased, bringing in more than $300,000 in gross revenues.*

Titles	Year's revenue
1. *ALA Yearbook 1983*, 1983, $65 cloth	$62,773
2. *AACR2*, 1978, $15 p. (paper)	56,544
3. *Who's Who in Library and Information Services*, 1982, $150 cloth	55,641
4. *Sequels*, 1982, $22.50 cloth	51,831
5. *Cartographic Materials*, 1982, $40 cloth	41,505
6. *Guide to Reference Books*, 2nd supp., 1982, $15 p.	40,729
7. *ALA Glossary*, 1983, $50 cloth	36,392
8. *Handbook for AACR2*, 1980, $20 p.	33,529
9. *AACR2 Decisions and Rule Interpretations*, 1982, $50 p.	32,843
10. *Output Measures for Public Libraries*, 1982, $8 p.	26,133
11. *Guide to Research on North American Indians*, 1983, $75 cloth	23,143
12. *Bibliographic Record and Information Technology*, 1982, $25 cloth	22,507
13. *Guide to Reference Books*, 9th ed., 1976, $40 cloth	22,441
14. *Thursday's Child*, 1981, $15 cloth	20,080
15. *Anniversaries and Holidays*, 4th ed., 1983, $20 cloth	19,308
16. *Mainstreamed Library*, 1982, $35 cloth	18,978
17. *Human Library Resources*, 1983, $20 p.	18,260
18. *Spirit of Inquiry*, 1983, $35, cloth	17,760
19. *AACR2 Revisions*, 1983, $2.50 p.	17,535
20. *Subject in the Dictionary Catalog*, 1983, $55 cloth	17,449
21. *Handbook for Storytellers*, 1977, $15 p.	16,500
22. *Ways of the Illustrator*, 1982, $22.50 cloth	16,282
23. *ALA Filing Rules*, 1980, $5 p.	15,419
24. *Books for Public Libraries*, 1982, $20 cloth	15,353
25. *Beyond Fact*, 1982, $12.50 p	14,449

Saga of an RFP for an automated system

Choosing a vendor is a gruelling ordeal; but somebody has to do it

by Tom Smorch

Ed. note: The request for an automation proposal is a fact of library life not to be taken lightly. Indeed, we were impressed by the very weight of the 115-page "Request for Proposal for the Acquisition, Installation, and Maintenance of an On-Line Integrated Library System for the Genesee District Library." We were impressed also by the library's long and careful preparation for the proposal, a model for other libraries wishing to know in advance what may be involved, and how to go about it.

In fall 1980, the director, assistant director, and the three regional managers of the 16-branch Genesee District Library of Flint, Mich., first began discussing the possibilities of automating our circulation system. Two-and-a-half years later, after extensive research and investigations, writing and reviewing a request for proposal (RFP), careful analysis of the vendor responses, demonstrations, library board actions, and contract negotiations, GDL finally signed a contract with an automated-system vendor.

At the beginning, journal articles on automation made us realize we needed more information. GDL Director Marian Gamble, then assistant director, and I, then manager of the southern region, enrolled in a graduate course in library automation offered by the University of Michigan Extension Office in Dearborn. The professor, Edwin Cortez, taught the basics of the technology and discussed the historical development of library automation and the methodology used to analyze vendors and their products.

Our class studied automation functions and their impact on the library environment. The analysis of library needs helped us review our own needs at GDL, and this review became the groundwork for the development of our functional specifications. The course work also exposed us to computer terminology, and the detailed examination of vendors and their products pointed up the advantages as well as limitations of automation.

Our reading assignments included some authors already familiar to us, such as Richard Boss and Joseph Matthews. The *Journal of Library Automation* (now *Information Technology and Libraries*), *Library Technology Reports*, *American Libraries*, and *Library Journal* were mandatory reading, and still are, for anyone striving to keep up with current developments in the field.

Preliminary investigations

While we were taking the course, Gamble and I began investigating microcomputers and systems along with Edward Whittaker, then GDL director. A local vendor proposed using a distributed system in a configuration of four branches communicating with a database at the regional library or with all 15 branches communicating directly with the Central Processing Unit (CPU) at GDL Headquarters in Flint.

Because we were studying distributive processing in our class, we were familiar with the vendor's concept. We were apprehensive about the limited library software then available for microcomputers. We studied compatible packages and discussed the possibility of custom software written specifically for GDL.

We learned a lot from the experience, but found we spent most of our time with the vendors explaining library needs. The vendors' lack of familiarity with libraries made us question their ability to provide the database management system and software options we needed. The programmers working with these commercial systems had no experience with MARC formats or library patron files. We needed communication between the branches in the three regions as well as with headquarters. The microcomputer configurations didn't solve the problem.

ALA Annual Conference input

Just before ALA Annual Conference 1981 in San Francisco, I attended the June 25-26 preconference on "Automated Circulation: An Examination of Choices," cosponsored by the Library Administration and Management Association and the Library and Information Technology Association. At the highly informative workshops and meetings, we shared ideas with librarians experienced in automation. Vendors were given the opportunity to discuss their products and their relationships with librarians. We heard that the Chicago Public Library, Evergreen State College, and the King County Library System in Washington had produced exemplary RFPs and were encouraged to acquire them and others.

At the Annual Conference exhibits I visited the computer vendors and collected information on systems and their projected enhancements. I took advantage of the hands-on demonstrations to get a better idea of how the equipment and software functioned. Annual Conferences are prime occasions for interacting with virtually all the major automation vendors.

At home we began exploring the time-sharing concept with the Genesee County Data Processing Department and Charles Stewart Mott Community College. Both owned mainframe computers that could

We emphasized immediate needs and gave consideration to future possibilities that include system growth, expanded services, a management subsystem, and sharing the database . . .

Smorch is automation manager at the Genesee District Library, Flint, Mich., A graduate of the University of Michigan School of Library Science, he has worked 12 years at the library in various capacities.

have been expanded to accommodate the library. Both institutions, however, lacked understanding of the bibliographic record formats in both print and tape forms, and would have required a great deal of library staff time to train their programmers. Response time and priorities of the CPUs were other problems.

Our staff prepared a chart comparing library turnkey, commercial, and time-sharing vendors on the criteria of software, hardware, maintenance, site preparation, and political implications. We shared the chart, the estimated cost figures, and our recommendations with Bobby Sage, chair of our library board's Forward Planning Committee.

Automation Task Force at work

In fall 1981 the library board approved our recommendation to appoint Director Whittaker, Sage, Gamble, and myself to an Automation Task Force charged with writing an RFP. We gave ourselves a deadline of six weeks, and met two or three times each week.

We felt we were well prepared by now and concentrated on plans to automate for our present needs while planning for the future. Because we understood what the vendors could provide, we knew which capabilities should be included in the RFP. To achieve a successful response, we felt we had to balance GDL needs with vendor capabilities.

The task force as a whole wrote the introductory material and the mandatory contractual functions. The contractual provisions were particularly important, and the library board attorney helped us with them.

Writing the technical and functional specifications required us to use all the information we had collected since the beginning. Gamble and I had worked at GDL for more than 10 years, and our knowledge of the library's daily operation allowed us to be very specific about the requirements. We relied heavily on the RFPs we had collected and rewrote many of their specifications to fit GDL needs. We stressed the integration of functions to provide for film bookings, circulation of materials to the blind and physically handicapped, and management reports on library services.

Using the same database for varied functions was a priority. We emphasized immediate needs and gave consideration to future possibilities that include system growth, expanded services, a management subsystem, and sharing the database with other public, academic, and private libraries.

When the vendor brought the demonstration [system] to GDL, we connected a video monitor to the terminal so tha staff could watch the transactions as they occurred.

Staff members helped us write our administration subsystem, covering personnel records, payroll, and accounting jobs, among other functions. We included an acquisitions subsystem even though some vendors were not yet offering it.

Our RFP also covered specifications for downtime, acceptance tests, response time, telecommunications networking, and security. Michigan Bell provided cost estimates for the installation and monthly charges for data lines to connect the libraries. The mandatory verbatim and content provisions were collected in the appendix. Vendors could be judged responsive to the RFP only if they answered the contractual provisions.

Consultant's role

Despite all our preparation, we still lacked confidence in our ability to evaluate vendor responses to the technical requirements. The task force decided GDL needed an outside consultant to review the RFP and evaluate the responses, and we considered several experts. The library board concurred with our recommendation that Professor Cortez serve as our consultant, so we sent the RFP to him for review. The lawyer also reviewed and approved the final draft before it went to the printer.

We distributed the RFP Jan. 12, 1982, and gave the vendors six weeks to respond. While waiting for the responses, the task force ranked the functions by priority to help Cortez develop a cost/performance ratio for comparing vendor responses. He assigned weights to the functions based on our priorities.

Cortez picked up the responses on deadline day, Feb. 26, and discussed them with the task force. None of the respondees could provide the totally integrated system specified in the RFP, so Cortez asked the board to postpone a decision and give some of the newer vendors an opportunity to respond.

We gave the newer vendors the same six weeks to reply, and Cortez evaluated their responses using the cost/performance ratio. At the library board meeting Nov. 17 Cortez asked the board to invite one particular vendor* to demonstrate hardware and software capabilities system for the staff and board mem

Staff members' involvement

From the beginning of the RFP pro GDL staff members had been inform and involved with the task force activ We presented updates on the autom project at regular staff meetings be we knew staff cooperation and u standing were vital in the transitic automation. When the vendor brough demonstration to GDL, we connect video monitor to the terminal so that could watch the transactions as they curred. Staff members thoroughly c tioned the sales rep on the performa and expressed a positive reaction.

The vendor rep also demonstrated terminal operations to interested lit board members in January 1983. B members asked questions about cost volved, maintenance contracts, and c munications possibilities. Cortez atte the demonstration and reported his ob vations and the cost/performance fac involved. The board then accepted recommendation and voted unanimo to begin contract negotiations.

The RFP is part of the contract sig Feb. 14, 1983. Since the signing, C staff has been involved in site preparat which included remodeling the buildin create a computer room. Staff mem have also participated in negotiations the telephone company for data li delivery and installation of equipm computer operator and staff training, d base loading, and the conversion proj We have trained more than 100 volunt to help the staff with conversion.

Each phase of the project has r firmed our belief in a thorough request proposal. We are constantly surprised pleased that the problems that have ari were anticipated and addressed in the F and the contract.

Librarians who are interested in any ditional information may contact me Genesee District Library, G-4195 W. Pa dena, Flint, MI 48505 (313-732-5570).

* Name of the vendor can be provided request to the author.

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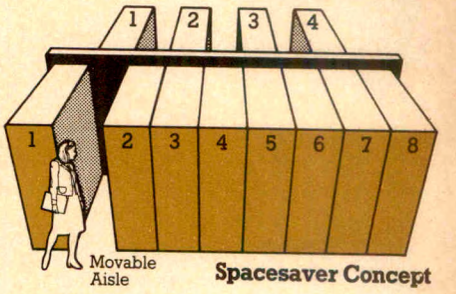

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The Linked Systems Project

RLG/WLN/LC computers ready to "talk"

Three disparate bibliographic systems will link up this fall

by Ray Denenberg and Sally H. McCallum

AS RECENTLY AS 10 YEARS ago, many of those planning for library automation visualized one national bibliographic network that all libraries could use for shared cataloging and interlibrary loan. By the late 1970s, it was clear there would not be one library network in the U.S., but several large networks, each with its own database and set of library-clients. Today, the technology is leading to decentralization of even the large networks, causing planners to consider a "linked system approach" as a realistic and cost-effective alternative to a single network.

The barriers to creating a "supernetwork" of linked library automation systems are substantial. Differences in hardware, software, and operational procedures severely limit the ability of such systems—large and small—to communicate with one another. To remedy this problem, the Washington Library Network (WLN), the Research Libraries Group (RLG), and the Library of Congress (LC), are partners in the Linked Systems Project (LSP), funded largely by the Council on Library Resources. The LSP approach is not to change systems whose differing environments demand different approaches to automation, but to connect them in an "open" manner.

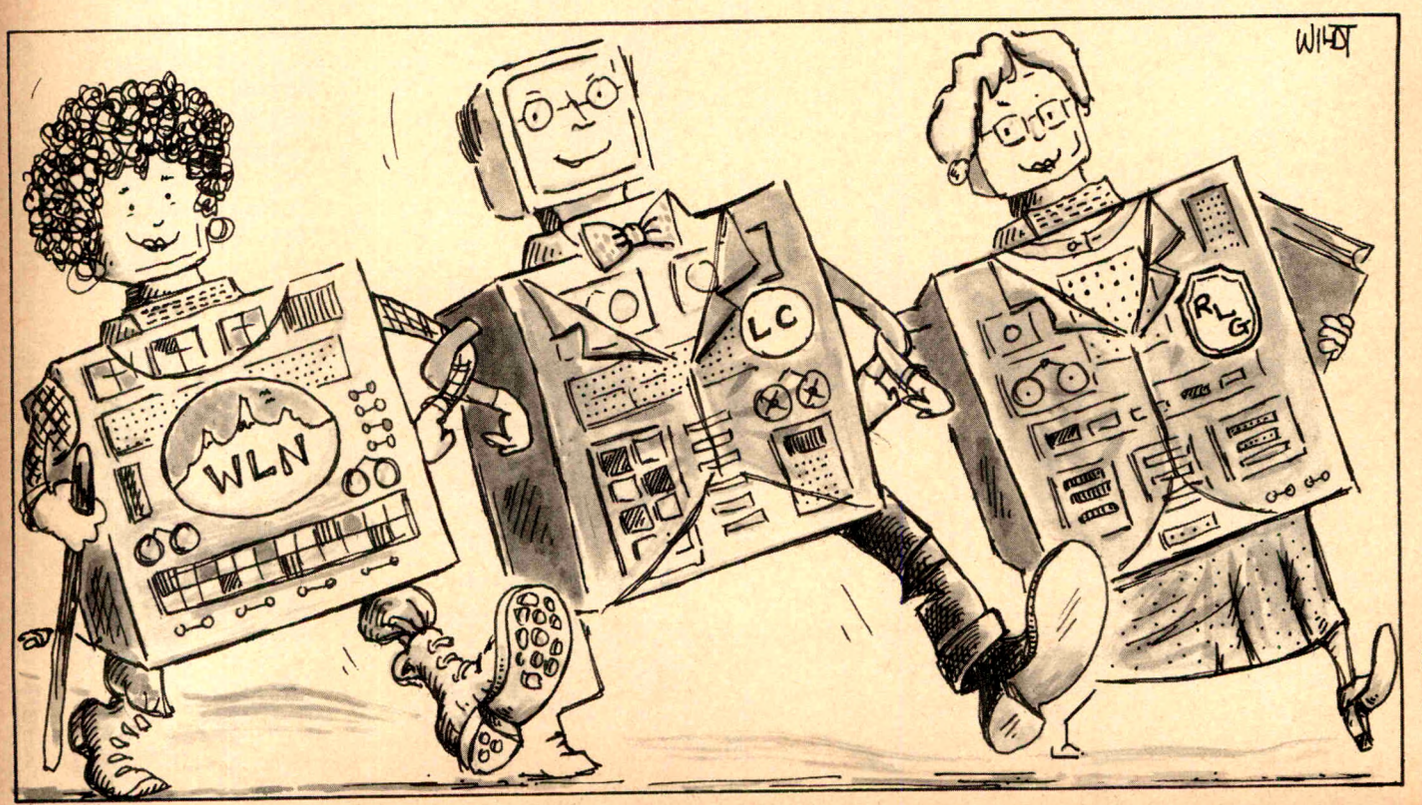
"Open systems"

All computers and automated systems have unique characteristics and idiosyncracies. Most computers can communicate and exchange data with other computers of the same make and model. In general, however, computers from different manufacturers cannot exchange data because of differences in hardware, software, and data representation.

Thus two library systems with different equipment must develop special procedures and software to exchange messages. If a third type of system wants to "talk" with the first two, additional sets of procedures and software are required, and so on as each new system is added. Such an approach could require new communications interfaces at an exponential rate, and is obviously so costly and complex as to be untenable.

(Continued on p. 402.)

Ray Denenberg is senior network specialist, Network Development Office, at the Library of Congress. **Sally H. McCallum** is assistant to the director for Processing Systems, Networks, and Automation Planning in LC's Processing Services Department.



Chris Wildt

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(Linked Systems Project continued.)

To solve this problem, the standards community developed the "Open System Interconnection" (OSI) model, a standard telecommunications model governing the communication of information between different systems. Under OSI, a system can talk with any other OSI system using one communication procedure. Adding a new system to a network has little impact on existing participants. Librarians, who have a healthy appetite for standards (much to their credit), may regard this as an obvious solution to computer communication problems, but the explosion of new technology, and political and competitive pressures, have held back development of standards in this area.

Keeping up with standards

Although this description of OSI sounds simple, requirements for it are complex. A significant segment of the standards community concerned with computer communications has been involved in its development. A generic "OSI Reference Model," developed by the International Organization for Standardization (ISO), divides into seven "layers" all the procedures that must be painstakingly standardized and programmed in order for two different computers to communicate.[1] Standards for the first four OSI layers are finished; work is underway on the fifth and sixth. The part of the seventh layer that is related to intersystem searching is currently being standardized by National Information Standards Organization Z39 (formerly ANSC Z39). The Linked System Project is using all completed ISO and American National Standards Institute (ANSI) standards, and drafts for those not yet approved.

Advantages of linking systems

Librarians are familiar with terminal-to-computer interaction between a user and a system. Computer-to-computer communication extends the terminal-computer relationship beyond a single system by enabling a terminal user to access a remote computer through the local computer.

Without this capability, the following situation prevails: A WLN member wanting to use RLG's RLIN database would need an RLIN terminal and knowledge of the RLIN search procedures. To search OCLC, that user would need an OCLC terminal and familiarity with OCLC search procedures. In the worst case, a user would need a different terminal and search procedure for each remote database used—a situation that gives librarians nightmares.

In the computer-to-computer scenario of the Linked Systems Project, a WLN member can search the RLIN files using a WLN terminal and WLN search procedures.

In the computer-to-computer scenario of LSP, the WLN member can search RLIN's files from a WLN terminal, using WLN search procedures. This "native mode" search at the WLN terminal is first converted into an intersystem "language" by the WLN system, and then into a form comprehensible to the RLIN search programs when it reaches RLIN. Results from the search are sent back to WLN in the intersystem record format, USMARC,* and shown to the searcher using WLN search result displays. Thus a user can search many remote databases from a single terminal using familiar search procedures.

Another important advantage of computer-to-computer intersystem searching is that the systems are transferring full USMARC records in standard format from the remote database to the local database. A user who wants to "keep" a record, i.e., add it to the local database, can do so without waiting for a tape copy—because the full record is available immediately.

Interchange of authority data

WLN, RLIN, and LC will first use the LSP communications link to build a joint authority file.[2] An obvious question is, "Why authorities?" Normalization of headings is important in a single catalog, but yields even greater benefits in a shared cataloging environment. Normalization of headings across files in different institutions assists intersystem searching and interlibrary loan, which are so important in these days of reduced book budgets.

Sharing authority data also reduces cataloging costs, because approximately 50 percent of a cataloger's time is spent creating headings and related cross references for bibliographic records. All three LSP partners easily agreed to the exchange of authority records because all have a firm commitment to authority control. This commitment is supported by the fact that nearly all recent major bibliographic system development efforts have included or are planning authority control capabilities.

NACO provides a head start

LSP planners examined a variety of methods for building one authority file when contributors to the file are spread across the U.S. But they consistently agreed on one point—that while LSP partners require a copy of the authority file for their own systems, there should also be a "Master File" that participants could refer to for backup, problem solving, etc. Making the LC copy the master file has made it easier to fit the LC Name Authority Cooperative Project (NACO) into the LSP framework.

NACO allows 28 libraries to contribute records to the LC Name authority file (making it the NACO authority file) by sending worksheets to LC. LC converts their records to machine-readable form and distributes them to the library community. Because NACO participants cannot check the up-to-date NACO file before establishing a new heading, LC catalogers must recheck all their worksheets to avoid duplicate records. This considerable amount of rechecking would be eliminated if NACO participants could access the current NACO file and immediately key the new record.

In addition, some NACO participants must both fill out a worksheet for LC and key the same authority record into their utility. LSP will enable NACO participants in WLN or RLIN to have timely access to the NACO file and to key each record only once, thus reducing the workload of both LC and the participants—one of those rare changes economists call "pareto-optimal."[3]

Record transfer and intersystem search

Two basic LSP capabilities are being developed to support the building of the NACO authority file: record transfer and intersystem search. Record transfer will be used for online distribution of authority records from LC to WLN and RLIN at least every 24 hours and perhaps more frequently. Online transfer replaces tape distribution, in which a week to a month or more may elapse from the time a record is added to the NACO master file and the time it appears in RLIN or WLN. This timely online distribution of new records will allow catalogers on WLN and RLIN to create authority records with relative assurance that they are not creating duplicates.

A companion record transfer procedure

* USMARC is the MARC (Machine-Readable Cataloging) record format developed at the Library of Congress and used by most U.S. libraries.

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allows the "contribution" of records to the NACO master file. Using this module, new name authority records from NACO participants in WLN and RLIN are sent online to LC as soon as they are completed. The new records or updates are then available for redistribution online to other LSP participants and for tape distribution to libraries that subscribe to the MARC authorities distribution service. The emphasis throughout the linked systems project has been on avoiding manual checking of data wherever possible by using the machine, offering proper training, and establishing reasonable goals.

The final use of the link is for intersystem searching. While the need for intersystem searching in the authority file project may appear slight due to file replication and online distribution, there will still be many "non-NACO" authority records in both RLIN and WLN that NACO contributors will want to draw upon for information. One example is the New York Public Library authority file on RLIN. The intersystem search has many other potential uses for the interchange of bibliographic records.

LSP limitations

Yes, there are limitations on the LSP capabilities. They are not imposed by the OSI communications environment but by the goals for the initial implementation, scheduled for September/October 1984. First, each LSP site is providing access only to authority records. A follow-up enhancement being planned now will add bibliographic-record access, a "simple" matter (if anything involving automation ever is) in comparison to the initial effort since it will not require alterations to the existing communications facility.

Other limitations affect the types of searches supported. The LSP partners are not implementing any new searches; thus, intersystem searching is limited to searches already available on all LSP systems. For example, LC offers author/title key searching: neither WLN nor RLIN offers this search, so it will not be available in intersystem searching initially. The available searches are basic, but a good start. Future enhancements may allow users at one LSP site to formulate searches available only on another system.

Although LSP is using the OSI communications model to link large mainframe computers, OSI itself is not size-specific. Thus, the LSP link—presuming it tests well in this first implementation—is a step toward standards and software for any computer-to-computer link. If the same standards are followed throughout the information community, the only remaining barriers to exchange will be human-produced, because the machines will be cooperating with one other. □

Notes

1. In the seven-layer OSI reference model, the "bottom" layer controls the physical link to the target computer, while the seventh or "top" layer is closest to the application programs. A message from one computer to another is passed from the terminal user to the application programs to the "top" communication layer. The message moves down through each layer to the bottom one, then across the communication link (leased line, TELENET, etc.) to the target computer. At the target it enters the bottom layer and travels up through each communication layer to the top and finally to the target's application programs.

2. An authority file is made up of records that specify the authorized forms for headings, e.g., authors' names. It also lists known alternate forms of the headings as cross references.

3. A change that leaves everyone better off.

A good recent article on the OSI model with applications, uses, and plans is: Rauch-Hinden, Wendy, "Communications standards, ISO poised to make its mark," *Systems and Software*, March 1984. A more detailed discussion of LSP is: Davison, Wayne, "The WLN/RLG/LC Linked Systems Project," *Information Technology and Libraries*, March 1983, p. 34–46.

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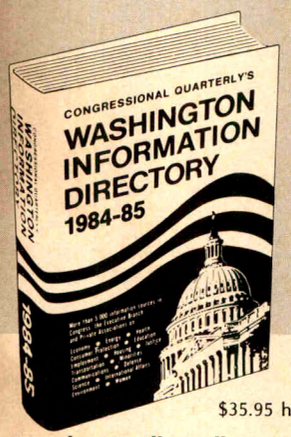

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For July/August issue, call 312-944-6780 x326 BEGINNING JULY 10. Listings taken BY PHONE AS SPACE PERMITS. 10 lines maximum (approximately 100 spaces per line). ALA institutional members receive 10% discount.

LIB. SCI.: asst. prof. position available Aug. 1984. Bkgrd. in info. sci. & lib. computer appl.; behavioral/quantitative, & other theoretical orientations desirable. PhD req. for tenure-earning appt. (ABD discussable). Salary range $22,000-$24,000, 9 mos.; summer tchg. available. The school is housed in a new (1981) facility, w/tchg. labs for major areas. Appl. deadline: Aug. 15. Send resume & ref. to: Harold Goldstein, Dean, Schl. of Lib. & Info. Studies, Fla. State U., Tallahassee, FL 32306. The Fla. State Univ. is an equal-opportunity, affirmative-action employer.

HEAD, ACQ. DEPT., Univ. of Fla. Libs. Resp.: admin. of acq. dept. incl. serials, binding, gifts & exchange, & monographs sections; prep. & admin. of the acq. budget. Qual.: ALA-accred. MLS, 5 yrs.' or more exp. in acq. in a large research lib. Fiscal & budgetary abil. req. Benefits: 12-mo., tenure-track appt. w/faculty status. Fla. state retirement, Blue Cross-Blue Shield, 22 days' vacation. Rank & salary: assoc. ln. ($15,660-$26,100); ln. ($18,660-$31,100). Appl. should be submitted no later than July 15 to: James H. Renz, Assoc. Dir. for Tech. Svcs., Univ. of Fla. Libs., Gainesville, FL 32611. Please submit names & adds. of 3 ref. w/ltr. of appl.

ASST. HEAD OF ACQ./SERIALS DEPT. Resp. for asst'g. in the admin. & supvsn. of a combined dept., w/major emphasis on quality control of serials. ALA-accred. MLS & 2 or more yrs.' prof. exp. in serials acq. & control w/some serials cat'lg. exp. desired. Supvsy. exp. & knowl. of computer-based record systems desirable. Salary $20,000 min. depending on qual. & exp. 12-mo., tenure-track, TIAA/CREF, 22 days' annual leave, many other fringe benefits. Situated in the Ozark Mountains, Fayetteville (36,000 pop.) is surrounded by natural beauty & offers convenient access to outdoor activ. associated w/a moderate climate. Position available immediately. Appl. accepted until position filled. Send resume w/names, addresses, & ph. nos. of 3 ref. to: John A. Harrison, Dir. of Libs., Univ. of Arkansas, Fayetteville, AR 72701. An EO, AAE, welcomes appl. from all qualified individuals.

HEAD OF ACQ. at Ariz. State. Book budget of nearly $3 million; staff of 20; implementing DataPhase ALIS III total lib. system; reorganizing to separate acq. from collection dvpt. Req.: ALA-MLS; in-depth knowl. of acad. lib. acq. & the book trade; demon. mgr'l. & supvsy. exp.; min. of 5 yrs.' prof. exp. in acad. lib. tech. svcs.; knowl. of lib. automation; written & oral communication skills. Pref.: acad. lib. exp. in 2 or more tech. svc. areas; knowl. of one or more lang. in addition to English. Salary: $24,500 min. Apply by July 20 (postmark accepted) to: Constance Corey, Asst. Univ. Ln., Hayden Lib., Ariz. State Univ., Tempe, AZ 85287. Address all qual., enclose resume, & send names, addresses, & ph. nos. of 4 recent ref. Write for complete position description. An EEO, AA employer. Minorities are encouraged to apply.

HEAD TECH. SVCS. LN.: Lee Co. Pub. Lib. System, Fort Myers, Fla. Must direct dept. using OCLC/SOLINET for cataloging & ILL; resp. for retrospective conversion now in preparation w/future automation plans; some orig. cataloging w/OCLC standards; reqs. MLS from an ALA-accred. schl.; 2 yrs.' pertinent exp. w/lib. automation req. One yr.'s exp. in supvsy. capacity highly desirable; salary range $13,572-$21,164; deadline July 15. Send resume to: Lee Co. Courthouse Persnl., POB 398, Ft. Myers, FL 33902-0398; 813-335-2167. EOE.

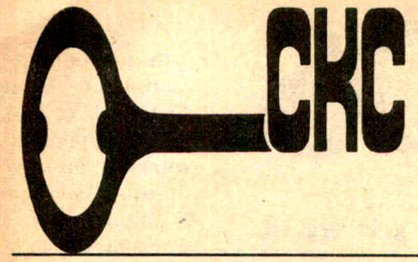
ASST. DIR. Salt Lake City P.L. seeks strong pub. svcs. admin. to serve as asst. dir. Resp. incl. admin. of main lib. pub. svc. agencies, collec. dvpt., budget & long-range goal dvpt. Commitment to participative mgmt. & strong ldrshp. & org'l. skills req. Candidate should possess an MLS or an approved equiv. & 5 yrs.' progressively resp. exp. Likely starting sal. of $32,000. Resume should be sent by July 9 to: Persnl. Dir., Salt Lake City P.L., 209 E. 500 S., Salt Lake City, UT 84111. Interviews will be sched. at ALA. We are an affirmative-action, equal-opportunity employer.

PERSNL. DIR. Salt Lake City Pub. Lib. seeks indiv. to manage persnl. functions, staff dvpt. prog., prof. collection, & performance appraisal system. Candidate should possess qual. which provide broad bkgrd. & exp. in libs. & human resource mgmt. Strong interpersonal & communications skills req. Salary range of $20,196-$31,308. 22 days' vacation. Resume should be sent by July 9 to: Persnl. Dir., Salt Lake City Pub. Lib., 209 E. 500 S., Salt Lake City, UT 84111. Interviews will be scheduled at ALA. We are an affirmative-action, equal-opportunity employer.

BRANCH LIB. SUPVSR. for the St. Louis P.L. system. Resp. incl. programming, mat'l. selection, supvsn., budget prep., gen. mgmt. of the branch facility, & dvpt. of the branch prog. objectives. Req.: an ALA-accred. MLS; at least 4 yrs.' related prof. exp. incl. some exp. in a pub. lib.; strong adult svcs. bkgrd.; demon. abil. to establish effec. community relations. Starting sal. $17,892-$22,057 dep. on exp. Sal. range to $26,222. Send resume & salary history to: Richard L. Bal'icki, Persnl. Dir., St. Louis P.L., 1301 Olive St., St. Louis, MO 63103. An equal-opportunity employer.

LIB. AUTOMATION CONSULTANT. Resp. for introduction, promotion, installation, & ongoing support for automated lib. systems. This position reqs. an MLS degree & a min. of 3 yrs.' exp. in lib. automation. Good written & verbal skills. The job is based in St. Louis & will req. about 25% travel. Starting min. salary is $22,100- higher, dep. on exp./qual. Send cover ltr. & resume to: Ms. Moor, Data Research Assoc., 9270 Olive Blvd., St. Louis, MO 63132. Will be interviewing at ALA Dallas.

LATE JOB NOTICES CONTINUED ON PAGE 407.



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Issues: January, April, June, and October in *American Libraries*.

Deadline: for copy receipt and cancellation, 25th of the month—5 weeks preceding date of issue. (For the October issue, the deadline will be August 25.)

Full guidelines and policy are available from: LEADS Editor, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326.

DON'T KNOW WHAT YOU WANT TO DO WHEN YOU GROW UP? Considering career transitions? Need help to envision and prepare for your future? Individual consulting can help you establish your goals, assess your learning alternatives, develop an action plan, build a network of expertise. For more information, request flyer or make direct contact at ALA-Dallas. **Barbara Conroy,** POB 9331, Santa Fe, NM 87504.

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WASHINGTON, D.C., LIBRARY RESEARCH. Please contact **Richard E. Wolf,** 1722 N. Danville St., Arlington, VA 22201-4034; 703-527-1627.

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LATE JOB NOTICES CONTINUED FROM PAGE 405.

ASST. CURATOR. Prof. position under the direction of curator resp. for administering the historical/research manuscripts collec. & univ. archives in special collections unit. Duties incl. appraisal, org. (physical & intellectual), prep. of finding aids, prov'g. ref. svc., asst'g. in dvpt. of autom. access, asst'g. curator in trng. & supvsn. of staff, students, & interns, donor relations, & admin. duties. Qual.: grad. degree in the humanities (history or Amer. studies), MLS desirable, but not req., formal archival trng. & 2 yrs.' exp. req. Familiarity w/AACR2 & OCLC helpful, as is knowl. of Southern history. Effec. communication both oral & written. Sal.: $14,656 min. Send resume & 3 ltrs. of ref. by June 20 to: D. Kaye Gapen, Dean, U. of Alabama Libs., Box S, University, AL 35486. An EO, AAE.

NETWK. DIR.: lead an active multitype reg'l. lib. system providing resource sharing svcs. to 25 libs. in n.w. Missouri. Reqs. incl. excellent interpersonal, plng., & admin. skills, an MLS from an ALA-accred. lib. schl., & a min. of 2 yrs.' mgr'l. exp. Persnl. & fiscal admin. exp. & exp. or interest in microcomputer appl. are useful. Salary negotiable from $20,000. Apply w/resume & names of 3 ref. by July 1 to: Search Committee, Northwest Missouri Lib. Netwk., 1904 B N. Belt Hwy., St. Joseph, MO 64506.

CITY LIB. DIR. for univ. community of 30,000 pop.; SMSA pop. of 120,000. Directs municipal lib. prog. within framework of 5-co. consolidated reg'l. lib. system. Salary $21,000. Preliminary interviews possible at ALA Dallas. Req.: ALA-accred. MLS & min. of 3 yrs.' prof. lib. exp., incl. staff supvsn. Demon. skills in community relations + facilities plng. desirable. Send resume & ltrs. of ref. by July 1 to: Lon Dickerson, Dir., Lake Agassiz Reg'l. Lib., Box 900, Moorhead, MN 56560.

CATALOG LN. (temporary, one-yr. position), East Asian collection at the Brown Univ. Lib. Resp. for orig. cat'lg. & classifying of monographic Chinese lang. mat'ls. in the humanities & social sci., using the Lib. of Congress class. scheme. Prepares cat'lg. for input in RLIN computer database, using a CJK terminal. Rpts. to the curator of the East Asian collection. Qual.: MLS degree from ALA-accred. lib. schl. req.; knowl. of AACR2 & LC subj. hdgs. req.; proficiency in classical & vernacular Chinese essential; rdg. knowl. of Japanese helpful; relevant manual & online cat'lg. exp. strongly pref.; relevant Asian studies bkgrd. desirable. Appt. range: $17,853-$20,290, based upon exp. Interested candidates should send ltr. of appl., resume, & names of 3 ref. by Aug. 1 to: Gloria Hagberg, Brown Univ. Lib., Providence, RI 02912. An equal-opportunity, affirmative-action employer.

CHILDREN'S LN. Plan creative children's prog., supervise, select bks. Some ref. duty. Progressive, autom. lib. w/new children's wing srvg. 27,000. Near outdoor recreation. ALA-MLS. $13,056-$15,320. Send resume, 3 ref. by July 26 to: Gerda Ruppert, Nampa Pub. Lib., 101 11th Ave. S., Nampa, ID 83651.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Educational Notices: Line-by-line or display format. For price schedule, see Rates for Advertisement box in **Datebook.**

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: $5/line. ALA institutional members receive 20% off ($4/line).

Display: Boxes, larger type, prominent format. $50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10. For Positions Wanted, box numbers are free-of-charge.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number **within 2 weeks of placement of advertising.** Later receipt will result in incomplete billing.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Ads by Phone

The following applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

1) Telephoned copy will be accepted **only at the discretion of the LEADS editor,** depending on time available.
2) **A surcharge** of $5 total for line-by-line and $10 total for displays will be charged for all accepted telephone ads.
3) All accepted telephone ads **must be followed by written confirmation, including full text of the ad,** within two weeks.

Late Job Notices

As space permits, Late Jobs are taken after the general copy deadline has passed. **By phone only, beginning 10th of the month.** $10/line. ALA institutional members 10% off. See complete instructions in section.

Consumer Classies

Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) $5/line; **multiple insertion discounts on total cost:** 2–5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

Address

Place all notices with Beverly Goldberg, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; (312) 944-6780 x326.

JOBLINES

Joblines will appear in full on a quarterly basis—February, May, July/August, and November—and in abbreviated form the rest of the year. Space saved will be devoted to expanded Positions Open listings.

For complete Jobline info.: May *AL* p. 310.

ASIS, (202) 659-1737; **ACRL,** (312) 944-6795; **Ariz.,** (602) 278-1327; **Br. Columbia,** (604) 263-0014; **Calif.,** (916) 443-1222 or (213) 629-5627; **CMLEA,** (415) 697-8832; **San Andreas-S.F. Bay/SLA,** (415) 339-9541; **S. Calif./SLA,** (818) 795-2145; **Colo.,** (303) 866-2210; **Conn.,** (203) 727-9675; **(D.C.) Metro. Wash.,** (202) 223-2272; **Del.,** call N.J. or Pa.; **Fla.,** (904) 488-5232; **Ill.,** (312) 828-0930; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Md.,** (301) 685-5760; **Midwest,** (517) 487-5617; **Mo.,** (314) 449-4627; **Mountain Plains,** (605) 624-2511; **Nebr.,** (402) 471-2045; **New Eng.,** (617) 738-3148; **N.J.,** (609) 695-2121; **N.Y.,** (212) 227-8483; **N.Y./SLA,** (212) 753-7247; **N.C.,** (919) 733-6410; **Okla.,** (405) 521-4202; **Ore.,** (503) 585-2232; **PLA,** (312) 664-5627 beginning July 1; **PNLA,** (206) 543-2890; **Pa.,** (717) 234-4646; **R.I./SRRT,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C., Univ. of,** (803) 777-8443; **SLA,** (212) 460-9716; **Tex.,** (512) 475-0408; **Va.,** (804) 355-0384; **VA Lib. Network,** (202) 389-2820; **W. Va.,** call Pa. Coop. Job Hotline.

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AVAILABLE IMMEDIATELY. Position in academic, research, or special library in New York City or Long Island area. MLS at Columbia (NYC), fluent in Korean and Japanese. Coursework: Information Science, Indexing, Reference Service, Online databases (OCLC/DIALOG/BRS), Database Management, Information Systems, Cataloging & Classification, Government Documents, Automation of Technical Services. Reply to: J. Cho, 143-09 Rose Ave., Flushing, NY 11355.

POSITIONS OPEN

ACADEMIC LIBRARY

Acquisitions librarian, monographs. Responsibilities: participates in acquisitions, collection development, faculty liaison, and other professional activities, emphasizing scientific/technical areas. Requirements: ALA-accredited MLS; experience in an academic or science/engineering library; undergraduate degree in a scientific/technical discipline with some graduate work preferred; reading knowledge of at least one foreign language desirable; effective communication skills. Salary: $17,000 (10.5-mo. contract). **Closing date, July 15.** Send resume and names of 3 references to: Don Frank, Chair, Search Committee, **Texas Tech University Libraries, Lubbock, TX 79409.** Texas Tech University is an equal-opportunity employer.

Administrative services librarian (search reopened). Position to be filled between Aug. 15 and Oct. 1. Manages circulation, reserve, microforms, and shelving. Responsible for supervision of public areas of the building and space utilization, a full-time staff of 8 and 40 student assistants, and an online circulation system. Qualifications: MLS from ALA-accredited library school. An additional graduate degree is desired and is one of the expectations for tenure. This position demands a strong management and public service orientation. The incumbent must be able to work effectively with students, faculty, and the general public, and to articulate circulation policies to these groups. Desirable qualifications include supervisory experience, work in academic libraries, and knowledge of data processing. Salary and benefits: appointment range $22,000—$26,000 for 12 mos., depending on qualifications and experience. TIAA, Blue Cross-Blue Shield. **Send letter of application and resume by July 15** to: James C. Eller, Associate Dean for Library Services, **Wichita State University, #68, Wichita, KS 67208.** Finalists will be invited for expense-paid interview. Wichita State University is an affirmative-action, equal-opportunity employer.

Assistant director for public services. Responsible to executive director for operations and policy formulation for reference services (general/government documents reference desks, library orientation/instruction, online searching, college/dept. liaison) and collection development; implementation of access to public online catalog; administration of faculty development program and grants in library; liaison to Friends of Polk Library. To assume additional responsibility for access services (circulation, interlibrary loan, 3 resource centers, audiovisual services to classrooms, collection maintenance) within 3 yrs. Required: ALA-accredited MLS or equivalent and second master's or doctorate; significant reference and/or collection development experience in academic or research libraries; significant administrative experience in reference, collection development, or access services; demonstrated successful experience in personnel management and oral and written communication. Faculty rank and salary (minimum $29,000) subject to qualifications. 12-mo. contract. **Closing date: June 30.** Send letter, resume, names of 3–5 references to: J. Daniel Vann, Executive Director, **Libraries and Learning Resources, University of Wisconsin-Oshkosh, Oshkosh, WI 54901.** An AA, EO employer.

Assistant head, archives and rare books department, University of Cincinnati Libraries. Assists head in the management of the department and is responsible for implementation of the university records management program; for assisting in acquisitions and processing, and providing reference assistance with the university archives and other departmental collections. Receives general direction from and reports to the head of the department. Acts as liaison and consults with other departments, libraries, and faculty on matters concerning archives and rare books. Acts as head in the absence of that individual. Qualifications: MLS from an ALA-accredited library

school and appropriate subject master's degree or relevant combination of education or experience. PhD desirable. Relevant experience working with archival or manuscript collections required. Records management experience desirable. Ability to communicate clearly, both orally and in writing. Ability to work effectively with patrons, other library staff, and university personnel. Salary minimum $16,615. **Send resume with cover letter and the names of 3 references postmarked by July 15** to: Sharon Tuffendsam, Libraries Personnel Officer, **University of Cincinnati, Cincinnati, OH 45221-0033.** The University of Cincinnati is an affirmative-action, equal-opportunity employer.

Assistant head of catalog department. Under the direction of the department head, supervises and coordinates monographic acquisitions and cataloging. Participates in planning and development of departmental policies and procedures. Performs original cataloging as necessary and is responsible for government document cataloging. Participates in collection development in assigned bibliographic areas. The department consists of 4 sections: order, new materials, record management, and special formats, and is staffed by 3 full-time professionals and 10 FTE paraprofessionals. Required: MLS from an ALA-accredited school, thorough knowledge of AACR2, LC classification and subject headings, MARC formats, and OCLC (or other bibliographic utility). Preferred: minimum of 2 yrs.' experience in technical services, demonstrated ability to supervise, and excellent oral and written communication skills. Position is 12-mo., tenure track, CREF. Salary range: $16,500–$18,300. **Send letter of application, vita, transcripts, and 3 letters of recommendation by July 2** to: Deborah Babel, Chair, Search Committee, **Hunter Library, Western Carolina University, Cullowhee, NC 28733.** Western Carolina University is an AA, EEO employer.

Assistant librarian, Wabash College. Primarily responsible for supervising cataloging and processing, doing some original cataloging on OCLC, and maintaining the card catalog. Will be principal database searcher (DIALOG & BRS) and share reference service with other 2 librarians. Qualifications: broad, informed intellectual interests evidenced by a record of strong preparation, at least at the undergraduate level, in a liberal arts discipline. Organizational skills. MLS from ALA-accredited school. Preference will be given to candidates with appropriate work experience and/or academic preparation in social sciences or physical/life sciences. The position is effective no later than fall 1984. Salary negotiable w/min. of $18,000, initial 2-yr. appointment, associated faculty rank with all faculty privileges except tenure and sabbatical leave, good fringe benefits. **Send a letter of application, resume, and the names and telephone numbers of at least 3 references before July 1** to: Larry Frye, **Lilly Library, Wabash College, Crawfordsville, IN 47933.** Women and minorities are encouraged to apply. AA, EOE.

Assistant reference librarian. Primary "outreach" person for faculty and students. General reference desk duties. Instruct students in use of library. Develop bibliographies. Responsible for card catalog maintenance. Some night and weekend duties. MLS from ALA-accredited library school and 2 yrs.' professional academic reference experience required. Experience in library instruction required. Public relations experience preferred. Salary range $14,500–$15,500. **Send letter of intent, resume, copy of graduate transcript, and names, addresses, and telephone numbers of 3 recent references by or before July 9** to: Tony Moffeit, Chair, Search and Screen Committee, **University of Southern Colorado Library, Pueblo, CO 81001; 303-549-2751.** The University of Southern Colorado is an EEO, AA employer.

Bibliographic instruction librarian. Major responsibility is to direct and expand the library instruction program. This includes the formal instruction, self-instruction, and faculty outreach programs. Other responsibilities are to serve in a support capacity to the primary online search librarian, share in reference desk schedule (daily, evening, weekend), and collection development. Requirements: ALA-accredited MLS, science or engineering degree or significant coursework or experience, and good interpersonal and communication skills. Position available Nov. Initial screening of applications will begin July 1. Applications accepted until position is filled. Minimum salary for this classification is $15,300; however, qualified candidates displaying previous related work experience or special qualifications may negotiate a salary within the first quartile of the salary range. Please send letter of application, resume, and names of 3 references to: Lee J. Lebbin, **Library, Michigan Technological University, Houghton, MI 49931.** Michigan Technological University is an equal-opportunity educational institution/equal-opportunity employer.

Catalog librarian for either the social sciences or the humanities plus special collections cataloging (rare books and Arizona/Southwest monographs and manuscripts). Required qualifications: ALA-accredited MLS; minimum of 3 yrs. of post-MLS original cataloging experience in a research library (preferably a large academic library); working knowledge of AACR2, LCSH, and LC classification; experience with OCLC or similar utility and its practice; working knowledge of minimum of 2 Western European languages; academic background and cataloging experience in the social sciences or humanities; good communication and organization skills. Preferred: demonstrated successful supervisory and training experience and familiarity with special or archival collections cataloging. Salary: from $18,000, dependent on qualifications. **Closing date: June 30 (postmark accepted).** Send application, including statement of qualifications, current resume, and names, addresses, and telephone numbers of 4 current references to: Constance Corey, Assistant University Librarian, **Hayden Library, Arizona State University, Tempe, AZ 85287.** ASU is a committed, equal-opportunity, affirmative-action employer. Minorities are encouraged to apply.

Catalog librarian/project supervisor. The University of Arizona Library is seeking a professional librarian for a temporary, 12-mo. position. The individual will supervise the library's part of a cooperative microfilm cataloging project, adding catalog records into OCLC for books and other materials in the *Wing Short Title Catalog*. This HEA Title II-C project will be coordinated by the Indiana University Libraries and will be done in cooperation with 5 other university libraries. The project will be funded from January 1985 through December 1985. The project supervisor will be responsible for directing the University of Arizona's cataloging activities for the project, which will include training and supervising 4 paraprofessional catalogers. The project supervisor will report to the head catalog librarian. Requirements include: ALA-accredited library degree; working experience with AACR2, LCSH, and OCLC or a similar utility. Good communication skills are essential. Preference will be given to candidates with supervisory experience. Professional librarians at the University of Arizona are academic professionals and voting members of the faculty, have 12-mo. appointments, earn 22 vacation days each year, and 12 days' sick leave. The salary range is $16,500–$18,000 per year. **Send letter of application, resume, and names of 3 references by July 15** to: W. David Laird, University Librarian, **University of Arizona Library, Tucson, AZ 85721.** An equal-opportunity, affirmative-action, Title IX, Section 504 employer.

Catalog librarian (search reopened). Duties include original cataloging and editing OCLC copy in all MARC formats. MLS from ALA-accredited school required. 2–3 yrs.' experience preferred. Preference will be given to applicants with working knowledge of LC classification, AACR2, and OCLC. Familiarity with at least one European language is highly desirable. Online catalog/circulation system operational, summer 1984. 12-mo. appointment, tenure track, faculty rank commensurate with experience. Proposed effective date: Sept. Minimum salary $17,000. Excellent retirement, health, and insurance benefits. **Application deadline: July 13.** Send resume with names and addresses of 3 references to: Raymond A. Frankle, Director, **J. Murrey Atkins Library, The University of North Carolina at Charlotte, Charlotte, NC 28223.** The University of North Carolina at Charlotte is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Cataloger position available at Unification Theological Seminary Library to catalog monographs, serials, and microforms online with OCLC; to maintain quality control of new cards; to determine and type authority records and cross references; to help file catalog cards; to assist in administrative and supervisory duties, in analysis and resolution of problems, and in the preparation of reports; and to perform occasional reference work. MLS and LC/AACR2 cataloging experience needed. $15,000/yr. + fringe benefits. For details, send resume and 3 references to: Library Director, **UTS Library, 10 Dock Rd., Barrytown, NY 12507.**

Cataloger to participate in adding the holdings of North American libraries to the international *Eighteenth-Century Short Title Catalogue* database. Qualifications: MLS; advanced degree in history or English with relevant specialization desirable; computer cataloging experience desirable. Available July 1. One-yr. position, with continuation for 3 more yrs. possible. Salary: $13,500–$16,000, depending upon qualifications. **Preference will be given to applications received before July 1.** Send applications to: Judith Singleton, **ESTC/NA, College of Arts and Sciences, Louisiana State University, Baton Rouge, LA 70803-5111.** LSU is an equal-opportunity employer.

Catalog/reference librarian. University library seeks librarian to head cataloging department which has 2 full-time assistants, 10 student assistants, and one part-time librarian. The department is engaged in retroconversion and reclassification projects using OCLC. All 8 librarians participate in reference service. ALA-accredited MLS plus cataloging experience required. Begins as soon after Aug. 15 as possible. Salary commensurate with experience: range from $17,000 to $21,000. **Send resume and letter of application by July 20** to: Charlene Hurt, Director of Library and Media Services, **Mabee Library, Washburn University, Topeka, KS 66621.** Recruitment will continue until a suitable applicant is found. Washburn University is an equal-opportunity, affirmative-action employer.

Coordinator of online searching and science reference librarian. Primary responsibility of this new position will be to develop and publicize online search services beyond current level, perform online searches, maintain records, and coordinate search procedures. Other responsibilities include acting as library liaison to natural science depts., participating in collection development for these depts., providing some bibliographic instruction, and serving at reference desk for about 12 hrs. a week, including weekends and evenings on a rotating basis. ALA-accredited MLS, and 2 yrs.' online searching and library reference experience required. Undergraduate science degree or science background strongly preferred. Experience in bibliographic instruction and faculty liaison desirable. Faculty status, tenure-track position. Salary in mid-to-upper teens. TIAA/CREF and other benefits. **Send resume and letter of application by July 13** to: Michael I. Stevenson, Reference Dept., **University Library, University of Nebraska at Omaha, Omaha, NE 68182-0237.** AA, EOE.

DIRECTOR OF LIBRARIES
TEMPLE UNIVERSITY

Temple University invites applications and nominations for the position of Director of University Libraries.

Temple University, located in Philadelphia, is part of the Commonwealth system of Higher Education of Pennsylvania. Temple enrolls some 30,000 students, including 6,000 graduate and professional students. The faculty numbers over 2,000. Bachelor's degrees are offered in 108, master's in 103 and doctorates in 79 different fields, through 14 schools and colleges.

The central library system includes the main library, four departmental libraries, and five branch libraries extended over four campuses. The holdings of the central library system include 1.4 million volumes, 10,000 serials, and 825,000 microform units. It has an operating budget of $5.3 million, professional librarian staff of 48, and a support staff of 107. Temple is a member of CRL, ARL and RLG. The Director of Temple University Libraries is the chief administrator of the central library system and reports to the Provost. The Director sits on the Council of Deans.

QUALIFICATIONS: Candidates should have a strong commitment to academic excellence, scholarship, and research, and to providing support for instruction at the graduate and undergraduate levels. An ALA-accredited MLS is highly preferred and an academic area master's or doctorate desirable. Candidates must have extensive experience in the management of research/academic libraries; demonstrated skill in planning and leadership; and evidence of continuing professional growth and scholarly activities. The candidate should have demonstrated success as an advocate within a university and with potential donors, and have knowledge of current trends and applications of library information technologies.

RESPONSIBILITIES: The successful candidate will provide leadership to the library system of a major research university; bring planning and evaluating skills to support the university's academic goals; encourage interaction between the library system, campus academic units, and alumni and professional groups; direct current library services; plan for future expansion; plan and manage the budget; implement new information technologies; assist the development office in soliciting grants and gifts from foundations and private donors; and administer library personnel.

SALARY: Open and competitive with a minimum of $50,000.

DEADLINE FOR APPLICATIONS: August 1, 1984

Applications should include a complete **curriculum vitae.** Nominations and applications should be sent to:

Search Committee for Director of Temple University Libraries
c/o Dr. Terry M. Parssinen
Office of the Provost
Temple University
Philadelphia, PA 19122

TEMPLE UNIVERSITY Equal Opportunity Employer

Engineering reference librarian/bibliographer. Responsible for the library's collection development in the area of engineering, including approval plans, firm orders, gifts, and serials. Provides service at the reference desk, including some weekend and evening hrs. Participates in an active program of library instruction and computerized database searching in engineering fields. Requires a master's degree from an ALA-accredited library school and an undergraduate degree in a pertinent science discipline or science reference experience. $15,500–$19,500 hiring range depending on qualifications plus 3-percent increase Sept. 1. Excellent benefits including choice of retirement programs. The University of Houston–University Park Libraries have 1.4 million vols., a materials budget of $2 million, and a staff of 59 professionals and 180 support staff. **To ensure consideration, applications must be received by June 30.** Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant to the Director for Administration, **University of Houston Libraries, 4800 Calhoun, Houston, TX 77004.** Equal-opportunity employer.

Head, acquisitions department. Responsibilities: administers acquisitions department; responsible for order and receipt of monographic and serial publications. Monitors expenditures, prepares statistical and other reports. Serves as liaison with bibliographers and book trade. Participates in library planning. Reports to the assistant director for technical services. Library anticipates use of Geac acquisition module. Library faculty are expected to fulfill faculty obligations in areas of contribution to the advancement of the profession and university service, as well as specific library assignments. Qualifications: MLS from an ALA-accredited library school. A minimum of 3 yrs.' experience in monographic and serials acquisitions in a medium-to-large academic or research library including 2 yrs.' successful supervisory experience. Knowledge of automated procedures, OCLC/RLIN, one or more foreign languages, book trade, and approval plans required. Skills in procedural analysis, written and oral presentations, and interpersonal relations required. Experience in automating acquisitions preferred. Salary and rank: commensurate with education and experience; salary from $21,000 depending on qualifications. **Inquiries should be received by June 20.** Send letter of application, current resume, names and addresses of 3 references to: Deborah Duchala, Library Personnel Officer, **University Library—Rm. 140, SUNY at Albany, 1400 Washington Ave., Albany, NY 12222.** SUNY at Albany is an equal-employment-opportunity, affirmative-action employer. Applications from women, minorities, and handicapped are especially welcome.

Head catalog librarian and catalog librarian (2 positions). Search extended. Available immediately. Permanent appointments with full faculty status and benefits, 12-mo. contracts, 20 days' vacation. 1) **Head catalog librarian** reports to the head of technical services. Supervises one professional and 3 support staff. Coordinates all cataloging activities including the efficient organization and management of workflow. Responsible for cataloging 10,000 titles per year using WLN. Requirements: MLS from ALA-accredited library school; 3 yrs.' cataloging experience, including supervisory responsibilities; knowledge of AACR2, LCSH, LC practice, and MARC format; reading knowledge of Romance languages; and familiarity with a bibliographic utility, preferably WLN. Minimum salary: $16,500. 2) **Catalog librarian** reports to the head catalog librarian. Responsible for the cataloging of all materials in the subject areas of theology, philosophy, and the classics using WLN. Requirements: MLS from ALA-accredited library school; knowledge of AACR2, LCSH, LC practice, and MARC format; reading knowledge of Latin and modern Romance languages; familiarity with a bibliographic utility, preferably WLN. Minimum salary $15,000. Applications will be accepted until suitable candidates are chosen. Send resume and 3 recent references to: Robert L. Burr, Director, **Crosby Library, Gonzaga University, Spokane, WA 99258.** An affirmative-action, equal-opportunity employer.

Head, library systems department. Reports directly to the associate director for technical services. Responsibilities: plan and coordinate bibliographic and administrative computing, including Data General MV8000 minicomputer for the DataPhase ALIS II system, and 10 IBM PCs for in-house administrative systems; oversee department staff (one professional and one paraprofessional); perform systems analysis and programming; develop hardware and software specifications; coordinate telecommunications requirements related to systems operations; maintain system security plans; act as liaison to automation vendors; assist library departments; develop in-house policies and documentation; act as the resource on relevant technologies; oversee the automation budget. Required qualifications include: knowledge of systems analysis methods; proven ability to write detailed programs in at least one high-level language (preferably MIIS/MUMPS); strong background in current library systems applications, including for micro- and minicomputers; proven analytical skill; ability to accomplish work within deadlines; ability to design and implement research studies, including knowledge of statistical and word analysis methods; proven supervisory and managerial skills. An ALA-accredited MLS or MS in computer or information science is required. Knowledge of the MARC formats, OCLC, and ALIS are preferred. Environment: university library services serves the 20,000 students on both the academic and medical campuses. The bibliographic database contains over 360,000 records, and the 1984/85 acquisitions budget will be approximately $1.8 million. The DataPhase system is now used for circulation and acquisitions; plans are underway for the online catalog, and authority and serials control. Microcomputers are used for word processing, statistics, budgeting, online database searching, and general administrative computing. Salary: $20,000–$30,000 per year, depending on qualifications. **Application deadline: July 15.** Interested candidates should submit a resume and the names of 3 current references to: Arnold Hirshon, Associate Director for Technical Services, **Cabell Library, Virginia Commonwealth University, 901 Park Ave., Richmond, VA 23834.** A complete job description is available upon request or application. Virginia Commonwealth University is an equal-opportunity, affirmative-action employer.

Head, map room, Hatcher Graduate Library. Administers the map room collection; is responsible for cartographic collection development in the graduate library, a broad range of services including reference, instructional, and consultative to a diverse population of users from the university, local community, and research community; and for the hiring, training, supervision, and evaluation of the map room staff. Qualifications required: accredited MLS, undergraduate courses in geography and cartography, substantial work experience in an academic or research library, demonstrated supervisory and interpersonal skills; working knowledge of 2 or more European languages. Desirable: undergraduate degree in geography or cartography, experience with standard LC/AACR2 cataloging practices and database searching. Salary dependent on directly relevant experience with a minimum of $18,000. **Applications received by June 30 will be given first consideration.** Apply to: **Library Personnel Office, 404 Hatcher Graduate Library, University of Michigan, Ann Arbor, MI 48109.** The University of Michigan is a nondiscriminatory, affirmative-action employer.

Head, monograph cataloging and classification unit. University of Cincinnati Libraries. Responsible for organizing and supervising the work of the monograph cataloging and classification unit of the central processing catalog department, for formulating policies and coordinating monograph cataloging done by members of other units, and for some original

cataloging. Reports to the head of the catalog department. Supervises librarians, support staff, and students assigned to the monograph cataloging unit and coordinates procedures for monograph cataloging done by staff in other units (includes all MARC formats except serials). May act as head of the department when the latter is absent. Plans are underway to automate the cataloging and circulation functions of the libraries. Specific responsibilities of staff may change as a result of automation. Qualifications: master's degree in library science from an ALA-accredited program. Minimum of 3 yrs.' cataloging experience using *Anglo-American Cataloguing Rules*, Library of Congress classification schedules and subject headings; including 2 yrs.' experience working with the OCLC system. Demonstrated supervisory and leadership ability. Demonstrated ability to communicate clearly, both orally and in writing. Demonstrated ability to work with other library staff at the support and unit/department head level. Reading knowledge of one or more foreign languages. Experience or demonstrable interest in assisting the public in the use of bibliographic records. Minimum salary: $16,615. **Send resume with cover letter and names of 3 references, postmarked by July 15,** to: Sharon Tuffendsam, Libraries Personnel Officer, **University of Cincinnati, Cincinnati, OH 45221-0033.** The University of Cincinnati is an affirmative-action, equal-opportunity employer.

Head of serials section. Responsible for serials control, including check-in, claiming, binding, government documents, union list reports, and invoices; performs periodical cataloging; minimal reference desk duty as assigned. Knowledge of OCLC preferred. Familiarity with foreign languages desirable. Supervision of 1.2 FTE staff plus student assistants. Qualifications: MLS and 2 yrs.' professional experience working with serials, including serials cataloging. Salary $19,000–$20,500, TIAA/CREF and usual fringe benefits; 12-mo. trustee appointment. **Send resume and names of 3 references by July 16** to: Willis E. Bridegam, Librarian, **Amherst College Library, Amherst, MA 01002.** Also interviewing at ALA June 23–25. EOE, M/F/H, AA.

Librarian/archivist. Fort Lewis College, Durango, Colo. Full-time, 12-mo., instruction appointment. Librarian with archival training to maintain a collection of materials on the Southwest, including historical records and archives. Responsibilities include providing reference service to students and scholars, collection development for Southwest studies and related areas, liaison work with individuals and agencies, and supervising student assistants. Required qualifications: master's or higher degree from ALA-accredited library school; academic training in Southwestern history or a related area; archival training or experience; ability to communicate effectively with small, closely knit library staff. Preferred qualifications: knowledge of Spanish; graduate studies in history, archaeology, or anthropology; reference experience. Position available Sept. 1. Salary $15,000–$16,000 for a 12-mo. appointment. 20 days' vacation, 12 holidays, state retirement, and other fringe benefits. Fort Lewis College is a state-supported, undergraduate, liberal arts college with 3,700 students located in a town of 12,000 population at 6,500 ft. elevation in the San Juan Mountains of southwestern Colo. **Submit letter of application, resume, and names of 3 references, postmarked no later than July 7,** to: Daniel W. Lester, Director of the Library, **Fort Lewis College, Durango, CO 81301.**

Librarian, assistant head of catalog and head of system cataloging and catalog maintenance, University of Rochester. Available immediately to supervise new unit created as part of catalog reorganization. Responsibilities include providing cataloging records for monographic titles with available LC or member copy on the OCLC system and for added copies and volumes; correcting and updating cataloging records in the library's card and online catalogs; and converting card records to machine-readable form. The individual in this position will plan and direct the work of the unit reporting directly to the head of the catalog department and working closely with the assistant department head for original cataloging. Unit staff numbers 8.5 FTE. Evaluate staff performance and advise the department head on staffing and other personnel matters; train unit staff in the use of appropriate standard cataloging and classification rules; develop, analyze, and implement organizational and procedural systems for the unit; develop and maintain unit production standards; participate in department and division planning, budgeting, and policy-making processes; supervise retrospective conversion project. Qualifications: MLS + minimum 4 yrs.' supervisory experience in a cataloging or conversion unit, preferably in a research library; experience in original and copy cataloging; knowledge of LC subject headings and classification, AACR2, and MARC; OCLC experience; proven communications, training, analytical skills, and ability to provide creative solutions to problems; ability to develop plans and to work effectively in a continuously changing environment as a member of a professional team. The University of Rochester Library is presently using OCLC and is implementing Geac online catalog and circulation systems. Approximately 50 percent of the library's titles will be on the Geac system by the end of 1984. Salary: $24,000+ depending on qualifications and experience. Send application with detailed resume and names of 3 references to: Ruth M. Susat, Administrative Assistant to the Director of Libraries, **University of Rochester Libraries, Rochester, NY 14627.** Equal-opportunity employer, M/F.

Librarian. Johnson County Community College, a comprehensive community college in suburban Kansas City with an enrollment of 8,000, seeks an experienced librarian. The library has more than 50,000 vols. and is on an automated circulation system. The library is part of a comprehensive educational media center which includes AV, photography, graphics, and TV depts. In addition to supervising the activities associated with the acquisition, cataloging, and processing of library materials, the person selected will provide some reference service. Requirements include an MLS from ALA-accredited school and 3 yrs.' professional experience. Cataloging experience using LC classification schedules, MARC formats, and AACR2, and experience with automated library applications are preferred. $21,860 minimum for 12 mos., outstanding benefits. Available Aug. 15. **Application deadline June 29.** To apply, contact the: **Personnel Office, Johnson County Community College, 12345 College at Quivira, Overland Park, KS 66210-1299; 913-541-3877.** An equal-opportunity employer.

Librarian, reference. Position in liberal arts college library. Duties include reference service to faculty and students, library instruction, online searching, and collection development. Major responsibility for management of interlibrary loan service. MLS from ALA-accredited school required; reference experience desired. Good communications and interpersonal skills essential. Salary: $15,000–$16,000. Faculty rank; one mo.'s vacation; TIAA/CREF and good benefits. **Apply by June 15.** Send resume and names of 3 references to: Paul W. Crumlish, Librarian, **Hobart and William Smith Colleges, Geneva, NY 14456.**

Library automation coordinator. Responsible for providing technical expertise in evaluating the library's requirements for automation and, thereafter, in planning, coordinating, and implementing a comprehensive automated library system. Qualifications: experience with automated library systems essential, and a familiarity with programming, system design and organization, and telecommunications desirable; ALA-accredited MLS or degree in computer science; problem-solving and communication skills; ability to work well with all levels of staff. Faculty rank on a tenure track. Salary: $19,500 minimum and fringe benefits. **Deadline: July 1.** Send letter of application, resume with a description of experience in library automation, and 3 letters of reference to: Director's Office, **Olson Library, Northern Michigan University, Marquette, MI 49855.** NMU is an EO, AA employer.

Library cataloger. In cooperation with other professionals in the unit, be responsible for the cataloging of materials in a variety of formats with special emphasis on serials. Also will be expected to take charge of special projects as appropriate. Should be familiar with OCLC, the use of a variety of computing equipment, and AACR2 serials authority work. MLS required, with second master's desirable. Salary: $18,000–$21,900. Faculty rank and status. **Send resume and the names, addresses, and phone numbers of 3 references by June 30** to: Patricia A. Goheen, **Western Illinois University Library, Macomb, IL 61455.** WIU is an equal-opportunity, affirmative-action employer.

Media specialist. Experience in material evaluation/selection, database searching, OCLC (optional), and media production skills at secondary or junior college level. MLS and/or educational media degree required. Base salary $15,500. 12-mo. nontenured position beginning July 1. **Send resume including current detailed job description, letter of application, and references by July 13** to: LTC M. B. McLaren, Director, **Toles Learning Center, New Mexico Military Institute, Roswell, NM 88201.** No phone calls please. AA, EOE.

Public services librarians. IIT, a private, medium-sized, coeducational university, is expanding its library services and collections as a result of the departure of the John Crerar Library from campus. The amount of available space in the main university library will triple, and the collections and staff will double in the

Positions Open continued on p. 413.

Assistant Reference/Cataloging Librarian

GENERAL RESPONSIBILITIES: under the direction of the director of the Learning Resources Center, assists the public services librarian and the technical services librarian half-time each in reference and circulation and retrospective conversion on OCLC. *DUTIES:* 1) Provides reference and bibliographic services to students and faculty. 2) Provides orientation programs in use of resources by students and faculty. 3) Performs assigned duties during night and weekend library hours as required. 4) Prepares card catalog for retrospective conversion using AACR2 utilizing OCLC.

QUALIFICATIONS: 1) ALA-accredited MLS degree required. 2) Familiarity with OCLC, AACR2, and/or other automated systems. 3) Demonstrated ability to work with a wide range of people. 4) Library experience preferred. 5) Commitment to community college philosophy.

SALARY RANGE: commensurate with education and experience; $22,000–$28,000. Target date for employment: Aug. 20. **Deadline for applications: June 30.**

APPLICATION PROCEDURE: letter of application, current resume, and 3 references should be forwarded to: **Personnel Office, Clark County Community College, 3200 E. Cheyenne Ave., North Las Vegas, NV 89030.** Official college transcripts will be requested of finalists at a later date.

An affirmative-action, equal-opportunity employer

DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

June

13-15: *Nat'l. Ed. Computing* conf., Stouffer's Dayton (Ohio) Conv. Ctr. Spons., Assn. for Computing Machinery, EDUCOM/EDUNET, et al. Info.: L. Jehn, Computer Sci. Dept., U. of Dayton, Ohio 45469 (513-229-3831).

15-16: *Effec. Communication for Lib. Mgrs.* prog., Ramada Inn, Eau Claire, Wis. Spons., U. Wis.-Ext. Communication Progs. Fee, $145. Info.: B. Arnold or D. Weingand, UW-Ext. Communication Progs., 610 Langdon St., Madison 53706 (608-262-4354).

15-17: *Nat'l. Conf. on Storytelling*, Washington Col. Academy, Jonesborough, Tenn. Spons., Nat'l. Assn. for the Prsrvn. & Perpetuation of Storytelling. Info.: J. Smith, Dir., Nat'l. Storytelling Resource Ctr., POB 112, Jonesborough 37659 (615-753-2171).

17-21: Amer. Theological LA annual conf., Western Theological Seminary, Holland, Mich. Info.: A. Hurd, Exec. Secy., ATLA, 5600 S. Woodlawn Ave., Chicago, IL 60637 (312-947-8850).

17-23: *Wkshp. in Basic Trng. for Fine Arts & Architecture Slide Curators*, U. Tex. at Austin. Spons., UT at Austin/Div. of CE. Info.: J. Brannon, Prog. Dir., Div. CE, UT at Austin, Fine Arts Bldg. 2-4, 78712.

18-29: *Seminar on Gov'ts. & Info.*, Schl. of Info. Studies, Syracuse (N.Y.) U. Spons., Syracuse U./SIS. Info.: Div. of Summer Sessions, Syracuse U., 117 College Pl., 13210 (315-423-4181) or C. Notowitz, Asst. to Dean, SIS (315-423-2911).

20-22: *Creative Uses of Children's Literature* wkshp., Iowa City, Ia. Spons., U. Ia./SLIS. Fee, $60. Info.: SLIS, UI, 3087 Lib., Iowa City 52242 (319-353-3644).

22-23: *Conf. on Admin. Archives in History*, U. Minn., Minneapolis. Spons., U. Minn. Info.: S. Lehmberg, Dept. of History, UM, 55455.

22-25: Assn. for Childhood Ed. Int'l. study conf., U. British Columbia, Vancouver. Info.: ACEI, 3615 Wisconsin Ave. NW, Washington, DC 20016 (202-363-6963).

24-27: Assn. of Jewish Libs. annual conv., Atlanta, Ga. Info.: H. Karp, Hebrew Academy of Atlanta Lib., 1892 N. Druid Hills Rd. NE, Atlanta 30319.

24-28: *Int'l. CODATA* conf., Jerusalem, Israel. Spons., ICSU/Committee on Data for Sci. & Technol. (CODATA); Israel Nat'l. Committee. Info.: A. Kertes, Inst. of Chemistry, The Hebrew U., Jerusalem 91904 (972-2-585-354; Telex: 25391 HU IL).

26-29: Children's Lit. conf., Oakland U., Rochester, Mich. Spons., Oakland U./Schl. of Human & Ed'l. Svcs. Theme, "1984: Childhood & Children's Lit.: Are They Both Vanishing?" Info.: J. Bingham, Schl. of Human & Ed'l. Svcs., Oakland U., 48063.

29–July 4: Nat'l. Ed. Assn. annual mtg., Minneapolis, Minn. Info.: NEA, 1201 16th St. NW, Washington, DC 20036 (202-833-7777).

July

1-4: Amer. Assn. of Law Libs. annual conf., San Diego, Calif. Info.: AALL, 53 W. Jackson Blvd., Chicago, IL 60604 (312-939-4764).

1-6: Children's Lit. inst., St. Michael's Col., Winooski, Vt. Spons., Simmons Col./Ctr. for the Study of Children's Lit. in conj. w/St. Michael's Col. Theme, "The Child & the Bk." *Enrollment limited.* Info.: H. Vogel, CSCL, Simmons Col., 300 The Fenway, Boston, MA 02115 (617-738-2258).

5-6, 9-12: *Microcomputer Oper. & Eval./Utiliz. of Courseware* prog., Mankato (Minn.) State U. Spons., MSU/Lib. Media Ed. 3 CEUs available. Info.: Lib. Media Ed., Box 20, MSU, 56001 (507-389-1965).

7-8: *1st Annual Gettysburg Civil War Bk., Paper, & Image Fair*, Holiday Inn, Gettysburg, Pa. Info.: C. Batson, Show Mgr., 10453 Medina Rd., Richmond, VA 23235 (804-272-5558).

DATEBOOK continued on p. 413.

ADVERTISEMENTS

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0-913203-00-9 133p. $45.00 paper 1983
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Today, Data Phase's turnkey approach to integrated library automation gives you solutions that are sensitive to your library's special needs and systems that serve your priorities and goals.

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Data Phase automated systems offer the most functionality in the most cost-effective solutions available today, with the assurance that they won't be obsolete tomorrow.

A

"WE'VE ACHIEVED A REMARKABLE 98.13% 'UPTIME' WITH OUR DATA PHASE SYSTEM."

"WE WERE OVERWHELMED WHEN OUR ALIS SYSTEM TURNED OUT TO BE 10 TIMES FASTER THAN OUR PREVIOUS MANUAL SYSTEM IN CHARGING AND DISCHARGING MATERIALS," says Joe Jax, Library Director at the University of Wisconsin-Stout. "Even though we originally anticipated it being twice as fast."

System speed and efficiency aren't the only things that have the University's library officials pleased these days. Joe says the system's verified, high uptime of 98.13% has also been a key element in making their library one of the most innovative in academic circles.

Within a record six months of signing their contract with Data Phase, the University was accessing its library collection online and was circulating materials two months later. Joe attributes the training support provided by Data Phase and Stout's previous library automation expertise to helping them meet that implementation schedule.

"Training was very efficient and easy to understand," he says. "With it, we didn't have to rely on trial and error to learn our system. We received the software releases in advance, had time to study them, and then our Data Phase Consultant came on site to provide training and answer any questions."

"OUR FIELD SERVICE HAS BEEN ABSOLUTELY WONDERFUL," says Cate Dixon, project director at New Orleans Public Library. She's referring to the hardware support provided by Data General for the library's Data Phase system. (The hardware in all Data Phase systems is serviced by the hardware manufacturer itself.)

"We have never had a delay in service," Cate says. "And, they have really become an integral part of our staff. They know our library, our computer, and our system. They are really concerned about keeping our system up all of the time."

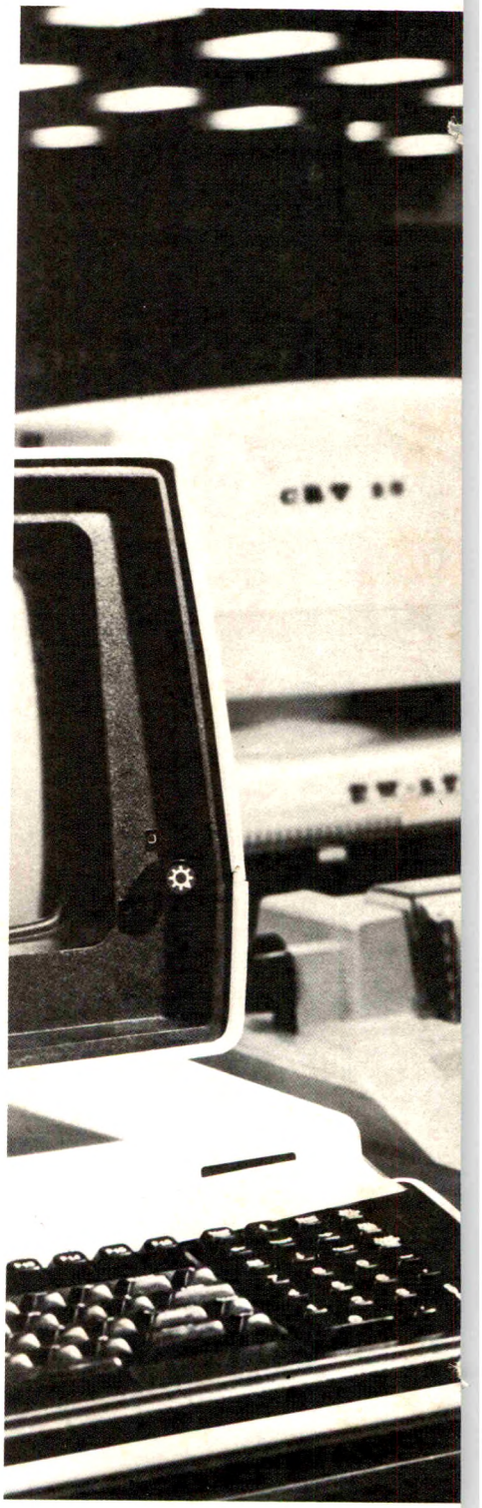
"Even with our upgrade (the library recently added a bigger computer), they kept the system running. They were here, making sure everything went smoothly, morning, noon, and night."

"WITH ONE OF THE HIGHEST CIRCULATIONS PER CAPITA, WE'RE RELYING ON DATA PHASE TO HELP US MEET THE GROWING NEEDS OF OUR COMMUNITY," says Mary Johnson, project director at the Orange County Public Library (California). "We want to provide our patrons with the best service possible. We're depending on the ALIS system to provide them with almost instantaneous information on materials status."

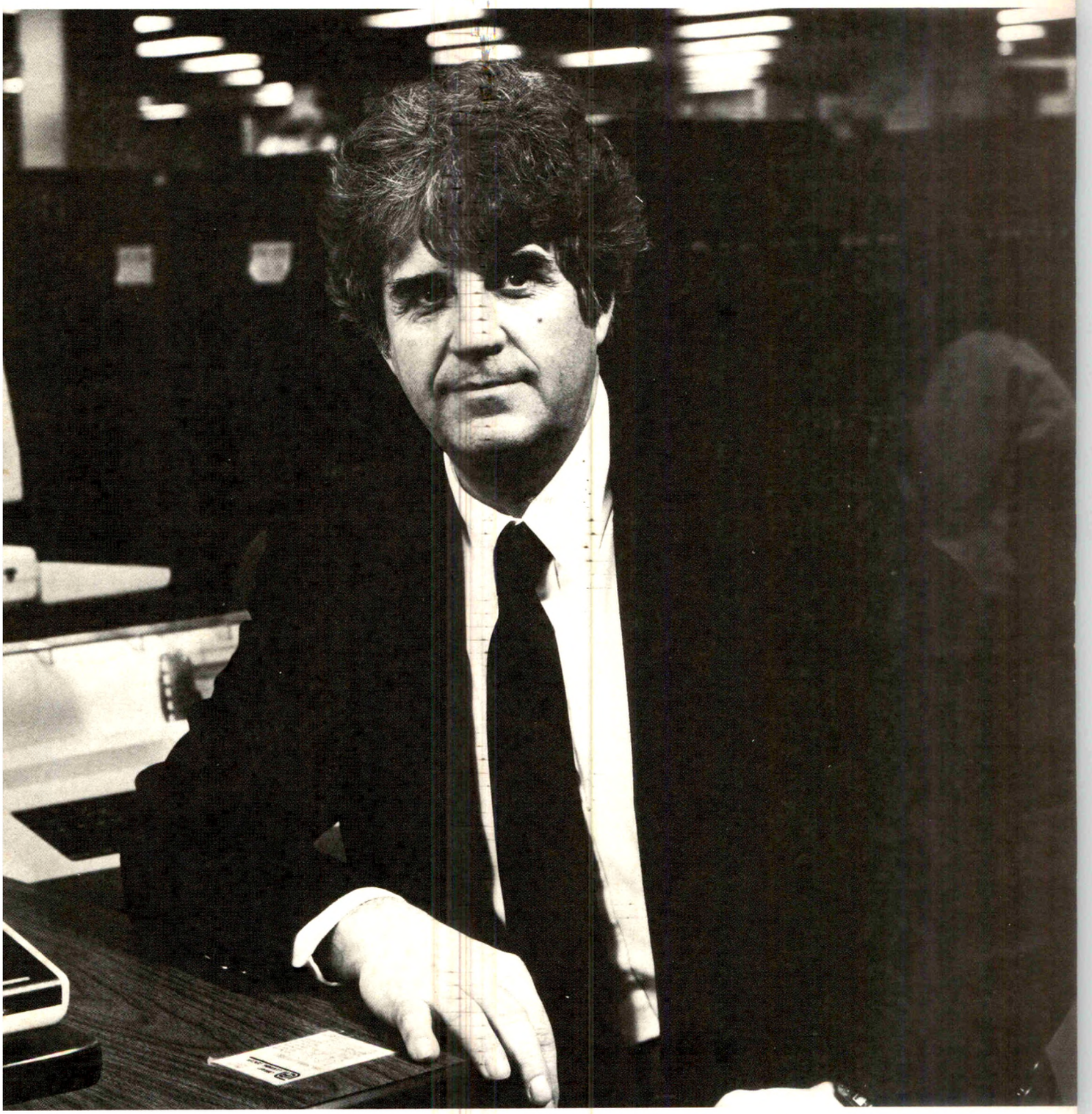
According to Mary, the Data Phase support system has played a major role in helping them work toward their goals.

"It's good to be able to depend on our Data Phase Consultant to help us make decisions. She is great at getting answers for us and serves as a direct link between the Data Phase technical staff and our library."

"The 24-hour systems support desk has also been very helpful," Mary adds. "Especially when I need help after hours and on weekends."



"WHEN WE BEGAN OUR AUTOMATION PROCESS IN 1981," says Sallie Foster, project director at Arizona State University, "we knew our system had to respond to a lot of demands. We needed to be able to expand. And, we wanted to interface with other university systems."



Sallie says they chose the Data Phase system that utilizes Tandem hardware because, "having such a sophisticated hardware option in a system where the software so appropriately met our needs made it a natural choice."

"We have already utilized our Data Phase circulation module in the ways we had planned," Sallie continues. "Currently our patron records are loaded from the registrar and payroll system, so we don't even have to do any data entry. And soon, we'll be extracting fine and billing information to our central accounts receivable system so that the library doesn't have to collect fines. In addition, we're looking forward to bringing up the patron access catalog this fall."

"We have excellent uptime and response time," says Sallie. "I am indeed pleased."

Data Phase Today

DATA PHASE CUSTOMER SUPPORT IS THE MOST COMPREHENSIVE IN THE LIBRARY AUTOMATION INDUSTRY.

HERE'S WHY.

DATA PHASE LIBRARY SYSTEMS PROVIDE LIBRARIES WITH THE MOST COMPREHENSIVE CAPABILITIES AVAILABLE.

Data Phase's Customer Service Program is designed to help you get the most out of those capabilities. It is based on three objectives. To help you implement your system smoothly. To provide you with the skills to utilize your system as fully as possible. And, to maximize your system uptime.

Data Phase's customer support is tailored to your library's needs. Because we feel generic customer support programs are not really useful or effective.

YOUR DATA PHASE CONSULTANT IS WITH YOU EVERY STEP OF THE WAY.

Your Data Phase Library Systems Consultant is a library automation expert and problem solver who becomes an integral member of your project management team.

A constant resource to your staff, your consultant works with you to plan all facets of your system implementation, conversion, and training.

DATA PHASE TRAINING PROGRAMS ARE FOCUSED ON YOUR STAFF'S NEEDS.

All user training is designed to maximize your own expertise and thoroughly prepare each member of your staff to utilize the system according to their needs.

Different levels of training allow your library's staff to develop a full working knowledge of the system.

DATA PHASE IS THE ONLY LIBRARY SYSTEMS VENDOR TO PROVIDE 24-HOUR, 7-DAY-A-WEEK DIALUP SOFTWARE SUPPORT.

Data Phase's 24-hour-a-day, 7-day-a-week dialup software support means immediate response to any software questions or problems you may have.

Most problems can be resolved over the phone. Those that can't be are thoroughly diagnosed before onsite maintenance begins.

DATA PHASE'S USE OF UNMODIFIED HARDWARE MEANS YOUR COMPUTER CAN BE SERVICED BY THE MANUFACTURER'S OWN SERVICE ENGINEERS.

Because Data Phase utilizes only unmodified Tandem and Data General hardware, your computer can be serviced immediately by their technicians.

Both companies are widely known for the quality of their service support. A call to Data Phase's 24-hour systems support desk allows us to coordinate any maintenance with hundreds of engineering offices located throughout the country.

DATA PHASE CUSTOMER SUPPORT DOESN'T END WHEN YOUR SYSTEM IS UP AND RUNNING.

In partnership with you, Data Phase helps you respond to your library's evolving needs before, during, and after your system is up and running.

Our continuing support is part of our total commitment to providing the library automation industry with leading-edge technology and the programs to support that technology.

It's a commitment that has created the most comprehensive and effective customer support program available today.

Data Phase

DATEBOOK continued from p. 412.

COMING UP

ALA Annual Conference
Dallas, Tex. June 23–28, 1984
Chicago, Ill. July 6–11, 1985

IFLA General Conference
Nairobi, Kenya Aug. 19–25, 1984
Chicago, Ill. Aug. 18–24, 1985

AASL Conference
Atlanta, Ga. Oct. 31–Nov. 4, 1984

ALA Midwinter
Washington, D.C. Jan. 5–10, 1985
(Please note revised dates.)

8-10: *Problems in the Admin. of Small Pub. Libs.* prog., Korb Hall, Kent (Ohio) State U. Spons., KSU/SLS. 1 grad. cr. or CEUs available. Fee, $83.25. *Regis. deadline June 30.* Info.: M. Biagini, SLS, KSU, 44242 (216-672-2783).

9-13: *Assn. for Ed'l. Communications & Technol. Adv. Seminar on Instruc'l. Technol.*, Dept. Instruc'l. Technol., Utah State U., Logan. Spons., USU/Dept. Instruc'l. Technol. Info.: DIT, USU, 84322.

9-13: *Measuring Lib. Effectiveness* mini-course, SLS, U. Mich., Ann Arbor. Spons., UM/SLS. Fee, $182. Info.: J. Durrance, Coord. of CE, SLS, UM, 580 Union Dr., 48109 (313-763-1569).

9-13: Nat'l. Conf. of Lns. Srvg. Blind & Physically Handicapped Indiv., Prince George Motel, New York, N.Y. Theme, "Plng. Together—Wkg. Together." Info.: R. Fistick, Hd., Publication & Media Section, Nat'l. Lib. Svc. for Blind & Physically Handicapped, Lib. of Congs., 1291 Taylor St. NW, Washington, DC 20542.

13-14: *Grantsmanship & Proposal Wrtg. for Lns.* prog., Wisconsin Ctr., Madison. Spons., U. Wis./Ext. Communication Progs. Fee, $145. Info.: see June 15–16.

13–Aug. 3: *British Studies Prog.* study trip, London, England. Spons., U. Southern Miss./SLS/Div. of CE; in conj. w/Inst. of Anglo-Amer. Studies. Also available July 13–Aug. 17. Fee, $1,750; $1,950 for July 13–Aug. 17 prog. Info.: W. Taylor, Hd., Ctr. for Int'l. Ed., Southern Station, Box 5151, USM, Hattiesburg, MS 39406-5151 (601-266-5626).

15-20: Int'l. Assn. of Law Libs. 25th anniv. mtg., Freiburg, Fed. Republic of Germany. Theme, "Courts, Law Libs., & Legal Info. in a Changing Soc." Fee, $125. Info.: K. Menzinger, Bibliothek fur Rechtswissenschaft der Universitat, Werthmannplatz 1, D7800 Freiburg i. Br.

16-18: *Annual Media Technol.* conf., Menomonie, Wis. Spons., U. Wis.-Stout. Info.: D. Barnard, Dean for Lrng. Resources & Conf. Ch., U. Wis.-Stout, Menomonie 54751 (715-232-2246).

18-20: *In Celebration of Children's Lit.: 1984* inst., U. Southern Maine, Gorham. Spons., USM/Prof. Dvpt. Ctr./Col. of Ed. Info.: C. LaMontagne, USM, 305 Bailey Hall, 04038 (207-780-5315).

19-21: Nat'l. Fed. of Local Cable Programmers annual conv., Denver (Colo.) Tech Ctr. Theme, "Community Programming: Managing the Hidden Resources." Info.: Conv. Coord., Prof. Mtg. Mgmt., 116 N. College Ave., Suite 2, Fort Collins 80524 (303-484-6300) or NFLCP, 906 Pennsylvania Ave. SE, Washington, DC 20003 (202-544-7272).

23–Aug. 3: *Inst. on Fed. Lib. Resources*, SLIS, Cath. U. of America, Washington, D.C. Spons., CUA/SLIS in coop. w/Fed. Lib. Committee. 3 grad. cr. available. Fee, $525. Info.: Dir. of CE, SLIS, CUA, 20064 (202-635-5085).

25-27: *Wkshp. on Teleconf'g.*, Washington, D.C. Spons., Svcs. by Satellite; Applied Bus. Communications. Info.: SATSERV, 1660 L St. NW, Suite 906, Washington 20036 (202-331-1960).

26–Aug. 15: *Plng. & Dvpt. of Schl. Lib. Progs. & Svcs.* course, SLS, Dalhousie U., Halifax, N.S. Cospons., Dalhousie U./SLS; Mount Saint Vincent U. 3 cr. available. Info.: J. Brownlow, Admin. Asst., SLS, Dalhousie U., B3H 4H8 (902-424-3656).

29–Aug. 1: *Access to Info.: A Youth's Right/A Community's Responsibility* conf., Fla. State Conf. Ctr., Tallahassee. Spons., Southeastern LA; State Lib. of Fla.; Fla. State U./SLIS. Info.: S. Aaron or P. Van Orden, SLIS, FSU, Tallahassee 32306 (904-644-5775).

August

12-17: *The Out-Of-Print & Antiquarian Bk. Market* seminar/wkshp., U. Denver, Colo. Spons., U. Denver/Grad. Schl. of Lnshp. & Info. Mgmt. in coop. w/*AB Bookman's Weekly*. CEUs available. Fee, $290. *Regis. deadline July 1. Enrollment limited.* Info.: O.P. Prog. Coord., GSLIM, U. Denver, 80208-0270 (303-871-2571).

27-31: LA Australia; New Zealand LA jt. conf., Brisbane, Australia. Theme, "Libs. After 1984." Fee, Australian $200. Info.: R. Cullen, Convener, LAA-NZLA Conf. 1984, POB 873, Toowong, QLD 4066, Australia.

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Authors: *Planning the Electronic Office* McGraw-Hill, 1983

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Positions Open continued from p. 411.

foreseeable future. In August we will need a **reference librarian,** a **reference/interlibrary loan librarian,** and a **documents librarian.** We are looking for individuals who can tolerate ambiguity and respond to the challenge of helping to shape the services needed by students and faculty in a high-tech curriculum and research center. Requirements include an ALA-accredited degree; knowledge of current theory and practice of public services and collection development in academic and research libraries; skill in communicating orally and in writing, in analyzing problems, in negotiating questions, and in carrying out complex search strategies. Salary depends on qualifications with the range beginning in upper teens. **To ensure consideration, send a letter of application, resume, and arrange for us to receive a placement file or 3 letters of reference by July 1.** Apply to: Susan Guziak, **Illinois Institute of Technology, 3300 S. Federal, Chicago, IL 60616.**

Reference/education librarian. Under the general direction of the head, reference division, serves as reference/education librarian, providing reference and information services and participating in collection development with special emphasis on education. Supervises the Curriculum Materials Section, providing management and policy guidance, developing programs and services, hiring and training personnel, selecting and purchasing materials, and participating in service programs. The Curriculum Materials Section holds over 51,000 vols., including a children's literature collection (26,000 vols.) and curriculum material for K-12 (textbooks, tests, and games). MLS degree from an ALA-accredited school of librarianship required. 2 yrs.' post-MLS reference experience in a large academic library required. Experience with selection of education-related materials and in computer-based reference service preferred. Experience in user education and knowledge of one or more foreign languages desirable. Salary: $19,000 minimum. 24 days' vacation, TIAA/CREF, premiums fully paid for medical, dental, and life insurance plans. **Applications must be received no later than 5 pm, Friday, July 6.** Send letter of application, resume, salary requirements, and name of 3 references to: Charles E. Chamberlin, Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.** AA, EOE.

Reference librarian/bibliographer, Rare Book and Manuscript Library, and curator, Herbert H. Lehman Suite and Papers. Responsible for administering the operations of the Lehman Suite and Papers, including providing general and in-depth reference service for the suite and the Rare Book and Manuscript Library reference center; processing, describing, and cataloging manuscript collections and archives for the suite and manuscript department; inputting data into the RLIN database; keeping all records necessary for the suite's use; maintaining and developing the collections of the suite by gift; supervising the Lehman Suite assistant and the general assistants; assisting on special projects of the Rare Book and Manuscript Library. In addition to an accredited MLS, the position requires a knowledge of and experience in manuscript and archival management techniques and skills as demonstrated by previous relevant experience and/or superior performance in a formal

course. Also highly desirable are knowledge of historical, social science, and literary research methods; knowledge of reference sources, tools, and techniques in rare books and manuscripts; and effective writing and speaking skills. Preferential consideration will be given to applicants with a reading knowledge of French, German, and Latin; and a graduate degree in American history or literature, or other relevant degree. Salary ranges (through June 30) are: Librarian I, $18,000–$23,400; Librarian II, $20,000–$26,000. **Deadline for applications is July 6.** Submit resume, listing 3 references and salary requirements, to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

Reference librarian for sciences. Faculty position. Requires an ALA-accredited MLS and academic training in biology or chemistry or substantive science reference experience. Online searching experience and at least one yr.'s experience in an academic library preferred. Salary minimum $15,000. **Send letter of application, resume, and names of 3 references by July 1** to: Tim Byrne, Chair, Search Committee, **Virginia Commonwealth University, James Branch Cabell Library, Richmond, VA 23284-0001.** Virginia Commonwealth University is an affirmative-action, equal-opportunity employer.

Reference librarian/instructor. Faculty position with 12-mo. contract (4 weeks' vacation), TIAA/CREF, and other benefits. Duties: teaching in library science dept. as well as responsibilities in reference, circulation, and collection development. Some night and weekend work. Qualifications: MLS from accredited school and ability to work well with students, faculty, staff required. Experience in teaching and reference work—especially database searching—preferred, though **entry-level** applicants will be considered. Salary: $15,000–$20,000, depending on qualifications. Position available immediately. Send resume, transcript, and references to: Ben F. Crutchfield, Dir. of Library Services, **West Virginia Wesleyan College, Buckhannon, WV 26201.** An EO, AA employer.

Reference librarian/interlibrary loan librarian. Instructor level. Full participant in reference services, incl. reference desk, database search, and BI. Shares evenings/weekends with 5 other professionals. Will manage ILL service, using OCLC-ILL subsystem and state ILL network. ALA-accredited MLS, database experience/coursework, and ILL experience required. Academic library experience and fine arts or soc. sci. background preferred. Salary $19,000 (11 mos.). TIAA/CREF and full benefits. Position available on or before Oct. 1. **Send resumes by July 13** to: George Parks, University Librarian, **Colgate University, Hamilton, NY 13346.** AA, EOE.

Reference librarian (life sciences). In addition to traditional reference duties, incumbent will provide in-depth reference and consultation service, perform online searches, maintain and develop BI classes, and be responsible for collection development in the biological and life sciences. Qualifications: ALA-accredited MLS. MS in a life science and minimum of 2 yrs.' experience desirable. Benefits: faculty status (12-mo. appointment). Salary range $19,000 to mid-$20s depending on qualifications. **Application: send letter of application, resume, and names of 3 references by June 30** to: Kenneth R. Murr, Chair, Reference Librarian Search Committee, **R. M. Cooper Library, Clemson University, Clemson, SC 29631.** Clemson University is an equal-opportunity, affirmative-action employer.

Reference librarian. Provides reference services and bibliographic instruction and performs online bibliographic searches. Has supervisory, training, and budgetary responsibility for the information desk and reference department student assistants. Directly supervises approximately 12 undergraduate and graduate student assistants. Qualifications: MLS from an accredited library school required; other advanced degree and supervisory experience desirable. Training in online searching or other computer background highly desirable. Good communication and supervisory skills and the ability to work effectively with colleagues and library users. Salary: $16,000–$18,000. **Applications received by June 29 will be considered.** Send letter of application and resume, including names of 3 references, to: Lance Query, Director of Library Research, Analysis, and Personnel, **Northwestern University Library, Evanston, IL 60201.** An EO, AA employer.

Reference librarian, Undergraduate Library. Responsible for reference desk services; library instruction; collection development; and faculty liaison. ALA-accredited MLS, or equivalent, required; reference experience preferred; library instruction and database searching experience desirable; ability to relate well with undergraduate students; effective communication skills. Tenure-track position. 12-mo. appointment, 24 days' annual leave, tuition remission, usual benefits. Salary: $16,000 minimum. **Send letter of application, current resume, and the names, addresses, and telephone numbers of 3 recent references by July 20** to: Jill Kedly, Personnel Librarian, **The University of Tennessee Library, Knoxville, TN 37996-1000.** UTK is an EEO, affirmative-action, Title IX, Section 504 employer.

Reference librarian with special responsibilities in business reference. Appointment for one year only, Sept. 1984–Aug. 1985. Duties: general and government documents reference, collection development, library instruction, online database searching. Required: ALA-accredited MLS or equivalent; significant reference experience, preferably in academic/research library. Preferred: subject master's or doctorate; degree in business-related field; experience in business reference online database searching, library instruction. Academic staff. Salary from $17,200 dependent upon qualifications. 22 days' vacation. **Send application letter, vita, and names of 3 references by June 30** to: Tina C. Fu, Assistant Director for Public Services, **Libraries and Learning Resources, University of Wisconsin/Oshkosh, Oshkosh, WI 54901.** Request references to send letters direct. An EO, AAE.

Reference librarians, 2 positions at Central Michigan University, serving 16,000 students and 600 faculty, report to the coordinator of public services. Responsibilities: general reference service at the library's main reference desk. This involves online searching and the use of public service OCLC terminals. Emphasis on bibliographic instruction, including the teaching of at least one section of a course on the use of the library. May serve as subject bibliographer with responsibilities for collection building and faculty liaison in an area of specialty. Scheduling includes flexible work hours with some night and weekend assignments. Required: ALA-accredited MLS degree. Desirable: second master's degree and/or appropriate subject background in English, communication, or education. These are 10-mo., tenure-track, faculty positions. Reappointment and promotion dependent upon meeting university criteria based on professional, scholarly, and creative activity. 2-semester salary is negotiable according to qualifications and experience: at least $16,000 at instructor level and $18,000 at assistant professor level. Opportunity for additional summer employment exists. **Application must be postmarked no later than Aug. 17.** Submit application, resume, and the names and addresses of 3 references to: Chair, Selection Committee, **Central Michigan University, POB 2067, Mt. Pleasant, MI 48858.** CMU is an affirmative-action and equal-opportunity institution.

Science-engineering reference librarian (new position). The University of Arizona is seeking a professional librarian to fill a position with responsibilities in the Science-Engineering Library and in the catalog department. The person filling this position will be responsible for providing reference service, conducting online searches, and cataloging monographs in the science subject areas. The Science-Engineering Library is a separate branch covering all fields of science/engineering technology and has a staff of 7 reference librarians and 7 career staff. Services offered include reference, online searching, and an active bibliographic instruction program. The catalog department is one of 4 departments within the technical services division and employs 11 professional catalogers and 44 career staff. The library system uses the LC classification, LCSH, and AACR2, and is a member of AMIGOS. Applicants for this position must have an ALA-accredited degree and either an academic background in the sciences or experience in an academic or special science library. Candidates with experience in reference, online searching, or cataloging will be preferred. Working knowledge of German or Russian is desirable. The beginning professional salary is $16,500; a higher salary can be negotiated depending upon qualifications and experience. Professional librarians at the University of Arizona are academic professionals and voting members of the faculty, have 12-mo. appointments, earn 22 days of vacation per year, and 12 days of sick leave. The position is available July 30. **Deadline for application is July 15.** Send letter of application, resume, and the names of 3 referees to: W. David Laird, University Librarian, **University of Arizona Library, Tucson, AZ 85721.** An equal-opportunity, affirmative-action, Title IX, Section 504 employer.

Science reference librarian, assistant librarian, University of California, Santa Cruz. Provides reference service in the sciences, participates in bibliographic instruction, coordinates online bibliographic search services in the sciences. Qualifications: graduate degree in librarianship; prefer one yr.'s professional reference experience in an academic or research library, training and experience in online searching, degree or equivalent in the sciences. Salary: $18,836–$23,844. Position available Sept. 17. **Send resume and 3 references by June 29** to: Katherine Beiers, Assistant University Librarian—Personnel, **University Library, University of California, Santa Cruz, CA 95064.** Equal-opportunity, affirmative-action employer.

Science reference librarian/bibliographer. Provides service at the reference desk, including some weekend and evening hours. Responsible for collection development, user education, and computerized database searching in chemistry and/or geology, and related physical science areas. Requires a master's degree from an ALA-accredited library school and an undergraduate degree in a pertinent science discipline or professional reference experience. $15,500–$19,500 hiring range depending on qualifications plus 3-percent increase Sept. 1. Excellent benefits including choice of retirement programs. The University of Houston–University Park Libraries have 1.4 million volumes, a materials budget of $2 million, and a staff of 59 professionals and 180 support staff. **To ensure consideration, applications must be received by June 30.** Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant to the Director for Administration, **University of Houston Libraries, 4800 Calhoun, Houston, TX 77004.** Equal-opportunity employer.

Serials cataloger. Cleveland State University seeks qualified individual for serials cataloger at assistant or associate librarian level. Position available Oct. 1. Duties include cataloging and classification of serials; responsibility for *Serials Holdings List;* supervision of 1.6 FTE. Minimum qualifications: MLS from accredited ALA program; demonstrated interest in and aptitude for serials cataloging. Preferred: recent experience in cataloging serials; experience with serials automation; supervisory experience; ability to relate serials cataloging to other technical processes and user needs. Salary: $16,000–$24,000, dependent upon qualifications. **Send letter of application,**

resume, and 3 letters of recommendation by July 13 to: George Lupone, Chair, Search Committee, **Cleveland State University Libraries, 1983 E. 24th St., Cleveland, OH 44115.** Equal-opportunity employer, M/F/H

Serials cataloger. Performs new cataloging, recataloging, and classification of serials at all levels of difficulty for Northwestern's automated system, NOTIS, using the Dewey Decimal Classification, Library of Congress Subject Headings, and the Anglo-American Cataloguing Rules. Functions as liaison to catalog management section of the catalog dept. and assists the senior serials cataloger with problem solving and other difficult work of the serials catalog section. Qualifications: MLS from an accredited library school; working knowledge of 2 or more languages, preferably including French and German; ability to catalog in unfamiliar languages using a dictionary. Serials cataloging experience in an automated system using the MARC serials and authorities formats preferred. Salary: $16,000–$18,000. **Applications received by July 15 will be considered.** Send letter of application and resume, including names of 3 references, to: Lance Query, Director of Library Research, Analysis, and Personnel, **Northwestern University Library, Evanston, IL 60201.** Northwestern University Library is an AA, EO employer.

Systems librarian. Duties: under the head of tech./autom. svc., resp. for monitoring system performance, hardware/software troubleshooting, consulting with DataPhase/other main't. vendors, implementing new ALIS functions, trng./docs., programming in various languages as needed, dvpg./implementing new autom. projs., e.g., COM, CAI, etc., act as resource person for other libs. that are/will be incl. in the system, research/select new computer hardware for lib., budget/annual rpt. of system dept. Qualifications: ALA-accred. MLS, or grad. degree in comp. sci., min. one yr.'s exp. w/lib. turnkey or comparable syst., demon. prog. ability, exp. w/OCLC/MARC format record req. Exp. w/IBM PC & w/tech. aspects of syst. oper. pref. Consideration given for prof. involvement/achievement. Salary/rank: Librarian I ($16,800–$27,739) or Librarian II ($21,065–$32,938). Anticipated starting date: July 30. **Send resume, 3 references, & supportive mat'l. by July 6** to: Ms. Bert Mulvey, Secretary, Office of the Director of Libraries, **O'Leary Library, University of Lowell, Wilder St., Lowell, MA 01854.** The University of Lowell is an equal-opportunity, affirmative-action, Title IX, 504 employer.

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2 positions. 1) **Science, technology, business reference.** Duties: under the division of pub. svc., assists in implementation/evaluation of ref. procedures and svc. incl. ready ref., bibliographic instruction, ILL, computer lit. srchg. Assists in dvpt./main't. of ref. collection and participates in lib. collection dvpt. as subj. liaison. Duties may incl. weekend/evening hrs. Qualifications: ALA-accred. MLS, approp. ref. exp. in an academic, special, or research lib., & one yr. of computer lit. srchg. (DIALOG &/or BRS) req. Bkgrnd. in sci., technol., or bus., exp. w/OCLC's ILL, familiarity w/gov't. docs. pref. Consideration given prof. involvement/achievement. Rank & salary: Librarian I ($16,800–$27,739) or Librarian II ($21,065–$32,938) depending upon qual. 12-mo. appt. Position is contingent upon funding. 2) **Health, social science, humanities reference.** Duties: under the division of pub. svc., participates in plng./implementing/evaluating ref. procedures & svc. incl. bibliographic instruction, ILL, & computer lit. srchg. Resp.: dvpt./main't. of ref. collection & srchg., ILL bill/payment at O'Leary Library. Participates in lib. collection dvpt. as a subj. area liaison. Supervises ref. staff incl. 2 FTE prof./one FTE support, set staff sched. for day/evening/weekend hrs. Duties may incl. weekend/evening hrs. Qualifications: ALA-accred. MLS, 2 yrs.' ref. exp. in an academic, special, or research lib., & one yr. of computer lit. srchg. (DIALOG &/or BRS) req. Supvsy./admin. exp., bkgrd. in health/medicine, exp. w/OCLC's ILL, familiarity w/gov't. docs. pref. Consideration given for prof. involvement/achievement. Rank & salary: Librarian II ($21,065–$32,938) depending upon qual. 12-mo. appt. Anticipated starting date: Aug. 13. **Send resume, 3 references, and supportive mat'l. by July 23** to: Ms. Bert Mulvey, Secretary, Office of the Director of Libraries, **O'Leary Library, University of Lowell, Wilder St., Lowell, MA 01854.** The University of Lowell is an equal-opportunity, affirmative-action, Title IX, 504 employer.

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2 positions: St. Cloud State University Learning Resources Center. 1) **Reference librarian.** Responsibilities: reference service, maintenance of reference collection, bibliographic instruction. Qualifications: MLS or equivalent. Experience in reference service, teaching, and microcomputer utilization a plus. 2) **Reference/online search specialist.** Responsibilities: reference service, online searching of DIALOG, BRS, and SDC, and bibliographic instruction. Qualifications: master's degree in information science or equivalent. Online searching experience preferred. Special consideration for background in the sciences, computer programming, or an Asian language (Japanese preferred). Both positions require coursework in nonprint media for tenure and some teaching in the Center for Information Media. Academic-year appointments, possible summer session. Salary $15,068–$22,976. Effective date for both positions: Sept. 4. **Application deadline June 29.** Letter of application, vita, transcripts, and 3–5 reference letters to: John G. Berling, Dean, **Learning Resources Center, St. Cloud State University, St. Cloud, MN 56301.** An equal-opportunity, affirmative-action employer.

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5 positions. 1) **Reference position.** Duties: reference service, database searching, book selection. Qualifications: MLS from ALA program. Salary $17,000–$19,000, 12-mo. position, tenure track. Instructor rank. **Deadline June 20;** position available July 1. 2) **Public services librarian.** Duties: reference service, circulation, book selection. Prefer relevant experience. Qualifications: MLS from ALA program. Salary $17,000–$19,000, 12-mo. position, tenure track. Instructor rank. **Deadline Aug. 1;** position available Sept. 1. 3) **Assistant director.** Duties: act as library/faculty liaison, supervise faculty and staff, assist director in administrative duties. Relevant experience in library orientation, library automation, networks, technical services, and collection development. Qualifications: MLS from ALA program, additional master's in management or related discipline, 3–5 yrs.' experience in academic library in responsible supervisory position(s). Salary $24,000–$30,000, assistant professor rank, 12-mo. position, tenure track. **Deadline Aug. 1;** position available Sept. 1. 4) **Media librarian, head of audiovisual electronic center.** Duties: operate and develop a library AV center, maintain nonprint media collection, and assist patrons in the selection and utilization of materials in individualized and classroom settings. Qualifications: MS in educational media and/or library science and media experience in higher education. Must possess skills in all AV and video formats. Familiarity with computer technology is desirable. Salary $20,000–$24,000. Instructor rank, 12-mo. position, tenure track. **Deadline June 20;** position available July 1. 5) **Catalog librarian.** Requirements: ALA-accredited MLS, reading knowledge of one or more foreign languages, minimum of 2 yrs.' cataloging experience in an academic library using OCLC, Library of Congress classification and subject headings, and AACR2. Preferred: good communication skills, broad subject background, knowledge of library automation. Salary range $18,000–$20,000, 12-mo., tenure track, faculty title and rank. **Deadline June 20;** position available July 1. Excellent retirement system, usual benefits. Send letter, resume, and 3 letters of reference to: Martha Stinson, **Prescott Memorial Library, POB 10408, Louisiana Tech University, Ruston, LA 71272.** Interviews may be conducted at ALA Dallas. Louisiana Tech is an affirmative-action, equal-opportunity employer.

University of Washington Libraries
Associate Director of Libraries, Branch Libraries

The associate director of libraries, branch libraries, reports to the director of libraries and is responsible for the policy and program development and for the overall administration of operations and personnel matters in the 17 branch libraries and the resource sharing program; for the close coordination of those policies and procedures with administrators responsible for Suzzallo public services, the Undergraduate Library, and the Health Sciences Library to form a consistent, uniform set of policies for public services in the libraries; for coordination with bibliographic control; for contributing to the administration and management of the libraries; for occasional additional major administrative responsibilities; and such other areas as may be assigned in the future.

Qualifications: a degree in librarianship from an ALA-accredited school of librarianship required. At least 10 yrs. of library experience with 5 yrs. in progressively important administrative positions in public services or other applicable areas in a decentralized academic library system. Experience as the head of a large branch library desirable. Knowledge of current public service issues and problems on the national level as well as those specific to academic libraries. Demonstrated knowledge of library administration and management techniques; record of successful accomplishment in management and/or administrative positions, understanding of service needs of an academic community; energy and creativity to actively pursue solutions to current public service problems in academic libraries; ability to foster cooperative attitudes within the group of units managed and between those units and units managed by other members of the director's staff; ability to conduct studies falling within the scope of this position. Superior communication skills are required.

Salary: $40,000 minimum. Commensurate with qualifications and experience. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan.

To ensure consideration, applications must be received no later than 5:00 pm, Friday, July 6. Send letter of application, resume, names of 4 references, and salary requirements to: **Charles E. Chamberlin, Head, Personnel and Administrative Services, University of Washington Libraries, FM-25, Seattle, WA 98195.**

AA. EOE

ALA

Associate editor, acquisitions and development. Works with authors to develop book mss. and executes preproduction procedures. Requires MLS, experience in libraries and sensitivity to their development, broad interests, and writing skill. Available Aug. 27. Salary to start $18,800. Will interview in Dallas. Send resume and cover letter to: **Personnel Dept., ALA, 50 E. Huron St., Chicago, IL 60611.**

CORPORATE LIBRARY

Architectural information manager. We can offer you a superb opportunity to combine a top-notch professional position with an out-

standing living environment. We are an expanding, fast-paced architectural/engineering firm in North Carolina's Research Triangle area (Raleigh/Durham/Chapel Hill). Our information needs range from sophisticated research for our designers and marketers, to the development of indexing and filing systems. We require new and updated systems to organize and store correspondence, books and periodicals, slides and photographs, specifications, materials and samples, product literature, project information, and audiovisual equipment. Clerical personnel assist in maintaining the systems. We are searching for someone familiar with basic computer operations and information retrieval with the ability to analyze as well as locate data. If you have an MLS or can bring enough knowledge and experience to the job to organize and manage our entire information function, we would like to talk to you. Salary range $14,000–$16,000. Send us your resume: **POB 12037, Research Triangle Park, NC 27709.**

LIBRARY EDUCATION

Information systems and communications technology. Associate or full professor, University of Denver. Teach basic and advanced courses in: information systems, human factors, telecommunication, systems analysis and design, and computer application to information processing at theoretical, conceptual, and technical level. Doctorate in information science/systems, communication technology, information management or closely related field required, plus demonstrated research and scholarly productivity. Salary $26,000+, commensurate with qualifications and experience. Tenure track, TIAA/CREF (3 percent contributed by university), other benefits. Opportunity to teach summers at 1/4 academic-year salary. Opening as early as Sept. 1. **Send vita and names of 3 references before July 15** to: Ben Franckowiak, Dean, **Graduate School of Librarianship and Information Management, University of Denver, Denver, CO 80208.** AA, EOE, M/F/H/V.

School library media program management. Assistant or associate professor, University of Denver. Teach basic and advanced coursework in school media program management, children's literature, storytelling, media production, and application of microcomputers to library media programs. Advising and administration of the school library media certification program. Ability to teach collection development desirable. Doctorate or advanced candidacy in librarianship or closely related field; at least one advanced degree in librarianship from an ALA-accredited school; demonstrated research capability; teaching and work experience important. Salary $22,000+, commensurate with qualifications and experience. Tenure track, TIAA/CREF (8 percent contributed by university), other benefits. Opportunity to teach summers at 1/4 academic-year salary. Opening as early as Sept. 1. **Send vita and names of 3 references before July 15** to: Ben Franckowiak, Dean, **Graduate School of Librarianship and Information Management, University of Denver, Denver, CO 80208.** AA, EOE, M/F/H/V.

Dean
School of Library and Information Studies
Florida State University

Applications and nominations are invited for the position of dean of the School of Library and Information Studies at the Florida State University effective July 1, 1985. The dean reports to the vice president for academic affairs and provides administrative leadership for a graduate program in library and information studies at the master's, advanced master's, and doctoral levels.

Candidates should possess an earned doctorate in a relevant field and have a distinguished publication and research record appropriate for a tenured appointment in a School of Library and Information Studies. Other qualifications include a strong commitment to collegiality, affirmative action, and equal educational opportunities; a broad knowledge of information and library science; the ability and willingness to be an advocate for the school; and demonstrated administrative skills in program and faculty development. Salary range is $55,000–$70,000.

The School of Library and Information Studies is one of 14 major academic schools and colleges at the Florida State University, located in Florida's capitol city. It is housed in a new building designed specifically to support its progressive academic programs.

Nominations should be submitted by Aug. 1. Letters of application, accompanied by a detailed vita and the names of 3 references, should be sent by Sept. 1 to:

Alphonse F. Trezza, Chair
Dean's Search Committee
School of Library and Information Studies
The Florida State University
Tallahassee, FL 32306
904-644-5775

The Florida State University is an equal-opportunity, affirmative-action employer and specifically encourages applications from minorities and women.

University of Wisconsin-Milwaukee
School of Library and Information Science
Assistant or Associate Professor
(Search Reopened)

Senior-level faculty with practical and/or teaching experience and record of scholarly research and publication in the area of library and information studies focusing on areas such as information and records management, networks and networking, organization of information resources and services, and related areas.

Salary: competitive and up to $30,000 for academic-year (9 mos.) appointment plus additional compensation for possible summer teaching. Generous fringe benefits.

Continuous recruitment. Position to be filled at the beginning of the fall semester 1984. Send letter of application and resume to: **Mohammed M. Aman, Dean, School of Library and Information Science, University of Wisconsin-Milwaukee, POB 413, Milwaukee, WI 53201.**

MEDICAL LIBRARY

Technical services librarian. Available July 1. Supervises all technical services including NLM copy cataloging (OCLC); acquisitions; collection development; Faxon Linx serials control; processing of materials. Performs original cataloging, AV and computer software cataloging, and participates in librarywide computer systems planning. Faculty rank available. Qualifications: ALA-accredited MLS; 2 yrs.' supervisory experience in technical services, OCLC, and AACR2. MLA certification and online serials control experience desirable; proven communication and writing skills; ability to interact with faculty, students, and health care professionals. Nonmedical, academic library experience considered. Salary: $16,500 minimum. Send resume and 3 references to: Janet S. Fisher, Assistant Dean, **Medical Library, East Tennessee State University, Box 23290A, Johnson City, TN 37614.** EOE, AA employer.

NETWORK

Consultant—children's/school librarian. For 12-county regional library system serving 44 public, 8 academic, 95 schools, and 26 special libraries. Responsibilities include advising public, academic, school, and special libraries in planning, and developing, and providing consulting to the system libraries concerning children's and young adult services. Responsibilities also include implementing cooperative library activities, planning continuing education programs, and writing a bimonthly newsletter. Requirements: MLS, considerable responsible experience in professional library work; experience working with library programming for children; if possible, experience in different types of libraries. Beginning salary: $19,548. Send resume to: Personnel, **Rolling Prairie Library System, 345 W. Eldorado St., Decatur, IL 62522.** An equal-opportunity employer.

Network librarian. Immediate opening for a highly motivated, energetic individual for the position of network librarian for statewide OCLC network services. Minimum requirements: MLS or equivalent, 3 yrs.' cataloging experience, knowledge of MARC formats, AACR2, OCLC cataloging subsystem, effective oral and written communication skills, and ability to work in team environment. Familiarity with other OCLC subsystems, microcomputers, and training experience highly desirable. Duties include assisting libraries in the implementation of OCLC, training, travel (20–30 percent). Salary to: $17,000. Benefits: health/life insurance, TIAA/CREF, 20 vacation days, 12 sick days. Submit resume and 3 current job-related references to: Barbara Evans Markuson, Executive Director, **Indiana Cooperative Library Services Authority, 1100 W. 42nd St., Indianapolis, IN 46208.** An equal-opportunity employer.

OTHER

Faxon/Linx union list product manager. Exciting new position in Linx services (online serials management) with responsibility for introducing the Faxon union list system to the library community. Duties include: identifying potential union list groups and follow-up on sales leads; demonstrating the union list system at conferences and workshops; liaison to the technical development group; supporting and training union list accounts. Approximately 30-percent travel from Westwood location. MLS or equivalent library experience with serials control, cataloging, the MARC formats, and library networks required. Marketing exposure a plus. Excellent company benefits: profit sharing; medical-dental-vision care; tuition reimbursement; life insurance, etc. Salary range $25,000–$35,000. Send resume and salary requirements to: **The Faxon Company, 15 SW Park, Westwood, MA 02090; Attn.: Ken Levine, Dept. AL-1.**

Marketing representative I. Position requires an ALA-accredited MLS degree or an equivalent academic/experience combination; an in-depth understanding of a variety of library environments; 2–3 yrs.' post-MLS experience with library automation; and the ability to effectively communicate, both verbally and in writing, with a broad spectrum of individuals. Previous experience in a sales-related activity associated with computerized systems (preferably library systems) is a definite plus. Incumbent represents the corporation with respect to promotion, sales, and after-the-sales contacts in relation to product offerings in the Local Library Systems class to define customer group(s). Salary. range minimum $19,579. Submit a resume complete with salary expectations/history to: Employment Representative, **OCLC, Inc., 6565 Frantz Rd., Dublin, OH 43017.** OCLC is an equal-opportunity employer.

Quality control supervisor. This position within our online data quality control section is responsible for supervising and training quality control assistants; coordinating the processing of changes to records in OCLC's public, shared databases (with emphasis on the online union catalog); and functions as a resource person on cataloging and MARC formats for section staff. Successful candidates must have an MLS degree, plus 2 yrs.' experience using the OCLC cataloging subsystem, coupled with strong interpersonal skills including good verbal and written communication skills. Incumbent must possess the ability to set goals and work in a changing environment. Some supervisory experience is desirable. Salary range minimum $17,358. Please forward a complete resume, including salary history, to: Employment Representative, **OCLC, Inc., 6565 Frantz Rd., Dublin, OH 43017.** OCLC is an equal-opportunity employer.

MEDICAL LIBRARY

MONOGRAPHIC CATALOGER

NATIONAL INSTITUTES OF HEALTH

The National Library of Medicine needs an experienced cataloger librarian to perform original cataloging for print and/or nonprint biomedical monographs. All cataloging activities are performed online which includes online authority work. Cataloger librarians participate in contracting activities, special projects and must be able to train new professional staff. The NLM uses AACR2, LC and NLM rule interpretations and its *Medical Subject Headings* (MeSH) and classification schedule; LC classification schedules are also utilized. The NLM also participates in the NACO and CIP programs; it distributes its bibliographic data in machine readable form to international biomedical libraries and users groups. The applicant must have minimally 2 yrs. of experience in original cataloging of print and/or nonprint monographs applying AACR2 and at least the LC rule interpretation, must have performed subject analysis and classified, prepared authority records for names and series, and good working knowledge of one of the Germanic or Romance languages, or Japanese. Experience in an automated environment is also very desirable. The position is graded at the GS9-11, salary range $21,066-$33,139, has the standard Federal government fringe benefits, and has promotion potential to the GS12.

Interested applicants should send a completed SF-171, Personal Qualifications Statement, a narrative discussion of the type of work performed which concisely addresses the knowledges, skills, and abilities required for the position and a current Notice of Eligibility from OPM's Librarians or Medical Librarians Register. If an applicant has already submitted the forms, but has not yet received a notice of eligibility for either the Librarians or Medical Librarians Register please indicate this in item 12 of the SF-171. Interested applicants who do not have a notice of eligibility or have not previously applied to receive one should immediately contact the Office of Personnel Management/Federal Job Information Center, 1900 E Street, NW, Washington, D.C. 20044, telephone (202) 737-9616 to obtain the required forms or call Ms. Eunice Fairchild or Ms. Marilyn Apolito on (301) 496-4943.

Please send a Standard Form 171 by July 31, 1984.

Ms. Eunice Fairchild
National Library of Medicine
National Institutes of Health
Public Health Service
Building 38, Room 2N-17
8600 Rockville Pike
Bethesda, Maryland 20209

NIH IS AN EQUAL OPPORTUNITY EMPLOYER.

Sales professional. Represent our Fortune 500 company in established Northeast territory, selling microforms and microcomputer software to libraries. We offer a quality product, a professional organization, and a competitive compensation package, including benefits, car, expenses, and incentives. Income range is $35,000–$40,000+. We welcome all qualified candidates and we are an equal-opportunity employer through affirmative action. Our employees know of this ad. Respond with accomplishments, experience, and salary history to: **Box B-854-W.**

PUBLIC LIBRARY

Assistant administrator/consultant—South-West Iowa Regional Library System, a 19-co. public library system with 64 member libraries. Qualifications: MLS degree from ALA-accredited library school, 3 yrs.' public library experience including administration. Varied duties include visiting libraries on a regular basis as a consultant, informal and formal teaching of continuing education courses, preparing bi-monthly newsletter, planning and controlling interlibrary coordination and library programs and activities. Must be able to communicate effectively, show flexibility, enthusiasm, and be aware of needs of rural librarians. Prefer experience with current computer technology. Salary range $18,500–$20,000. **Application deadline June 15.** Send application, resume, and 3 references to: Steve Fosselman, Administrator, **SouthWest Iowa Regional Library System, 403 Ervin Bldg., Council Bluffs, IA 51501.**

Assistant director of technical services. The Public Library of Columbus and Franklin County seeks an energetic individual capable of meeting the challenges of a major metropolitan library system acclaimed for its commitment to excellence. This is an outstanding opportunity for a person with 3 yrs. of progressive experience and a graduate degree in library science from an ALA-accredited college or university. Under the general supervision of the director of technical services, the individual selected will be responsible for acquisition, processing, bibliographic holdings data, and the timely delivery of all library materials (budget of $2.4 million) at the best possible prices. In order to receive prompt consideration, candidates should have demonstrated administrative, managerial, and communication skills, and be capable of supervising and assisting in the professional development of 9 full-time staff members. Salary $24,502.40. The Public Library of Columbus and Franklin County is a progressive system with a challenging work environment. There are 20 branches, 3 bookmobiles, 350 employees, and a current budget of $10.2 million. The system has a strong tradition of creative programming, emphasizing professional growth and development among its staff. PLCFC is located in Ohio's capitol, with an aesthetic cognizant population exceeding one million residents and numerous educational and cultural opportunities. **If interested, submit salary history and resume in confidence no later than June 30 to the: Personnel Dept., Public Library of Columbus and Franklin County, 28 S. Hamilton Rd., Columbus, OH 43213.** Equal-opportunity employer.

Assistant librarian, adult services. Responsible for the operation of the adult services department of a medium-sized public library, with duties including materials acquisition, reference, programming, publicity, cataloging, etc. Must be prepared to aid in the technical coordination of a future conversion to an automated circulation system. Requirements: MLS from an ALA-accredited school, with concentration in adult public library services; candidates approaching completion of the MLS will be considered. Prior public library experience (especially in adult programming and publicity) preferred. Position open: July 1. Salary: $14,000 per annum, plus fringe benefits. Contact: Harry J. Bork, Head Librarian,

Fox Lake District Library, 255 E. Grand Ave., Fox Lake, IL 60020; 312-587-0198.

Assistant librarian. Seeking a management-oriented individual to direct the daily operations of busy west-suburban Chicago library with staff of 40 FTE. Also to coordinate program planning and publicity; manage building and equipment maintenance; coordinate automation program. Dynamic library committed to community-based planning and innovation in management. Community of 42,000. $1 million budget. Required: ALA-accredited MLS; 6 yrs.' professional public library experience with 3 yrs.' supervisory experience; strong leadership and communication skills; practical knowledge of automated processes; demonstrated experience in managing daily operations of a library or department. Starting range: $22,000–$25,000, plus excellent benefits. **Send resume, references, and salary history by June 30** to: Kathleen Balcom, Librarian, **Downers Grove Public Library, 1050 Curtiss, Downers Grove, IL 60515.** Can meet qualified candidates at ALA Dallas if resumes are received by June 19.

Cataloger for public library. Catalogs books, serials, microforms, and audiovisuals. Some experience with AACR2 and automated cataloging systems essential. Will supervise a technical services staff of 4. Salary range $13,488–$18,410. Salary negotiable. **Submit resume and references by June 30** to: R. S. Johnson, Director, **Staunton Public Library, 19 S. Market St., Staunton, VA 24401.**

Children's and young adult services librarian/coordinator for a 6-county, consolidated, regional public library system headquartered in Cambridge, Minn. Responsible for developing, coordinating, and conducting a systemwide program of library services for children and young adults. Qualifications: ALA-accredited MLS required. Supervisory experience and public library experience working with children, young adults, cable TV, computers, and reference desirable. Must understand rural needs and lifestyles. Salary $14,000 with increase expected July 1. **Apply by June 30** by sending letter of application, resume, and LIST of 3 references to: Cheryl Bjoin, **East Central Regional Library, 244 S. Birch, Cambridge, MN 55008.**

Children's librarian for county library system, main library, and 5 branches. Starting salary of $18,500, usual benefits plus one mo.'s salary for relocation expenses. We're located one hour north of Memphis near the Mississippi River. We need an active, enthusiastic librarian who can build an excellent children's department and program. Applicants must have enough experience to show they can accomplish this and an ALA-accredited MLS. Will interview at Dallas. **Send resume by Aug. 1** to: Personnel Committee, **Mississippi County Library System, 200 N. Fifth St., Blytheville, AR 72315.**

Children's librarian (search continued). Challenging position in progressive library. Wide range of responsibilities in programming and service under head of children's services. Excellent area in South, close to Charlotte and Atlanta. Large city amenities, small city atmosphere. Available immediately. LSCA grant position up to 24 mos., potential for permanent funding. **Entry-level,** $16,000 per year plus liberal benefits. ALA-accredited MLS required. Send resume to: Director, **Spartanburg County Public Library, POB 2409, Spartanburg, SC 29304.**

Children's services librarian. Shawnee Public Library. Pioneer Multi-County Library System, Shawnee, Okla. $1,267–$1,426/mo. depending on experience and qualifications. Employee benefits such as hospitalization insurance, paid holidays, 4 weeks' vacation, sick and personal leave. MLS required. Examples of job responsibilities are planning, organizing, and supervising the services of the children's area, performing reference and readers' advisory service, selecting materials for youth and children, preparing library publicity, participating in system committee work and continuing education opportunities. **Apply by July 1** to: Glenda Collins, Shawnee Librarian, **Shawnee Public Library, 331 N. Broadway, Shawnee, OK 74801.** Will be available for interviews at ALA Dallas.

Coordinator of children's services. Under the general direction of the library director, assume systemwide responsibility in the area of service to children. Duties will include but not be limited to: participation in the selection, training, development, and evaluation of children's services staff; collection development and maintenance; justification and allocation of juvenile materials budget; initiating and advising on programming for children. Qualifications for the position include: graduation from an accredited college or university and ALA-accredited library school; Indiana certification Librarian I; and 6 or more yrs. of successful experience in professional library work, including special preparation for or experience in children's work, and 4 or more yrs. involving supervisory and administrative duties. Position open Jan. 1, 1985. Current salary range—$24,811–$36,521. Candidates wishing to be considered should submit a letter of application, a resume with specific attention to the position applied for, and copies of undergraduate and graduate transcripts. A written statement defining the relationship between the last 6 yrs. of experience and ability to successfully perform the responsibilities assigned to the position is also required. Copies of the complete job description are available upon request. **Deadline for applications is 5:00 pm on Thursday, July 12.** Applications received in the Personnel Office after that date and time will not be considered. Inquiries and applications may be directed to: Carolyn Wheeler, Administrative Assistant for Personnel Services, **Indianapolis-Marion County Public Library, POB 211, Indianapolis, IN 46206; 317-269-1715.** Preliminary interviews may be arranged at the ALA conference in Dallas on June 24–26.

Director: Nichols Library, Naperville, Ill. Public library, member of DuPage Library System in fast-growing, high-tech Chicago suburban community of 50,000 seeks director with MLS from ALA-accredited school with a minimum of 7 yrs.' experience to include 4 yrs. as a director of a medium-sized library. Strong managerial, financial, programming, and community interaction skills required. Automated circulation. Staff of 36 FTE. New facility under construction for completion in late 1985. Salary range $35,000–$45,000. Liberal benefit package. **Send covering letter, names, addresses, and phone numbers of 3 professional references, and resume in confidence by June 30** to: **William H. Jepson, 1548 Dover Lane, Naperville, IL 60565.**

Head of information services, Norman Public Library. Pioneer Multi-County Library System, Norman, Okla. Seeking self-motivated, enthusiastic, service-oriented individual. New position responsible for planning, organizing, and supervising information services department of headquarters library for 3-county library system. Requires ALA-accredited MLS plus 3–5 yrs.' progressively responsible experience in reference, information services, and supervision. Salary: $1,653/mo. Benefits: hospitalization insurance, paid holidays, 4 weeks' vacation, sick and personal leave. **Apply by June 28.** Send resume and 3 references with letter of application to: Debra Engel, Branch Librarian, **Norman Public Library, 225 N. Webster, Norman, OK 73069.** Will be available for interviews at ALA Dallas.

Librarian I—cataloger. Grand Prairie Memorial (Public) Library, located between Dallas and Fort Worth, serving population of 83,000. Resp. incl. cataloging and classification of all materials, related technical processing functions, supervision of 2 library aides, and management of tech. proc. area. Some reference. Min. req.: ALA-MLS, cataloging exp., supervisory exp. pref., knowledge of automation conversion pref. Salary $1,326/mo. **Deadline: June 25.** Send resume with references to: **Personnel Director, Box 530011, Grand Prairie, TX 75053-0011.**

Librarian II, branch supervisor, Memorial branch. Serves as the supervising librarian of the branch library. Under the direction of the coordinator of extension services, performs professional library services in meeting public needs and demands for library services and materials in a branch library. Salary: $19,589–$24,730. Requires ALA-accredited MLS and 2 yrs. of directly related postgraduate public library experience. **Apply by July 7** to: Personnel Officer, **El Paso Public Library, 501 N. Oregon, El Paso, TX 79901; 915-541-4865.** An AA employer.

Librarian III, assistant coordinator of extension services. Under the general supervision of the coordinator of extension services, the assistant coordinator assists in the development, implementation, and evaluation of extension services. Responsible for extension services in the absence of the coordinator; acts as liaison for in-service training. Salary: $21,465–$27,097. Requires ALA-accredited MLS and 4 yrs. of progressively responsible postgraduate branch library experience. Spoken Spanish desirable. **Apply by July 7** to: Personnel Officer, **El Paso Public Library, 501 N. Oregon, El Paso, TX 79901; 915-541-4865.** An AA employer.

Librarian V, coordinator for extension division and circulation control needed for Greenville County Library, Greenville, S.C. Qualifications: ALA-accredited MLS, 4 yrs.' minimum professional library experience with advanced management skills along with training or experience in automation. Responsibilities include supervision and principal administration of extension division's 11 branches, 2 bookmobiles, outreach program and circulation services for library system, providing ongoing circulation services and preparation for automated circulation system. Salary range $19,754–$27,710 in graduated steps. Excellent fringe benefits. Send resume and 3 references to: Carolyn Hall, **Greenville County Library, 300 College St., Greenville, SC 29601.** An AA, EEO employer.

Librarian V/coordinator of humanities. The city of Milwaukee is seeking a Librarian V/coordinator of humanities to: 1) operate and manage the humanities section of the Milwaukee Public Library system; 2) develop the library's collection in history, literature, philosophy, religion, and social sciences; and 3) supervise and train professional support staff members. Requires master's degree in library science and 7 yrs.' experience. 2 yrs.' supervisory experience is highly desirable. Start at $30,185 with annual increases to $36,723 + competitive benefits. For further information, contact the: **City Personnel Dept., Rm. 706, City Hall, Box LVH, 200 E. Wells St., Milwaukee, WI 53202; 414-278-3380.** An affirmative-action employer. Women, minorities, and handicapped individuals are encouraged to apply.

Library director, Broome County. Responsible for administration of library with $1.1 million budget, 50 FTE staff; including planning and implementing transition of Binghamton Public Library to Broome County. Binghamton Public Library is the designated central library of the 4-co. library system. Requires ALA-accredited MLS, 8 yrs.' professional experience, including 2 yrs. in administration; demonstrable commitment to interlibrary cooperation and resource sharing. Job description upon request. More information available at ALA conference in Dallas. Salary range $28,000–$32,000. **Apply by June 21** to: **W. Michael McCue, Deputy County Executive, POB 1766, Binghamton, NY 13902.**

Library director. City of Paris is accepting applications for library director to July 31.

Minimum BS library science and experience in small city library; desired MS library science. Salary range $18,044–$22,334 with excellent fringe benefits including annual/sick leave, health/life insurance, holidays, retirement, and others. Send resume to: **Personnel Dept., POB 1037, Paris, TX 75460.**

Library director—Saginaw (Mich.) Public Libraries. Serving metropolitan population of 130,000. School district system which includes main, 5 branches, and one bookmobile. Permanent staff of 50 and approximately 20 part-time employees. Budget $1.5 million; circulation 900,000; volumes 323,000. Position requires ALA-accredited MLS with 10 or more yrs.' professional library experience with minimum of 5 yrs. as administrator. Other important qualifications include: thorough knowledge of CLSI circulation and cataloging system. Good interpersonal skills with strong leadership attributes; highly motivated; adept in all phases of communication; experience in training, developing, and evaluating employees with formal training program; competent in long-range financial and development planning. Additional coursework in personnel and business administration highly desirable. Salary range $31,500 and upward, depending on qualifications. Excellent fringe benefits. Position to be filled by Sept. 1. Applications will be accepted until suitable candidate is chosen. Send letter, resume, and names, addresses, phone numbers, and occupation of 3 references to: Eugene Stansbury, Chair, **Saginaw Public Libraries Commission, 33 Davis Dr., Saginaw, MI 48602.**

Library director. Service-oriented public library seeks a director with MLS from ALA-accredited library school with 5 yrs.' professional experience, 2 of which have involved supervisory responsibility. Experience with microcomputer applications desirable. Responsible for budgeting and personnel administration, purchasing, public relations, and planning. 1984 budget $180,000. Library located in scenic resort community of 5,600 with service area to 15,000; easy drive to Chicago, Milwaukee, Madison. Minimum salary $18,000 with vacation, insurance, and retirement benefits. **Applications received through July 15.** Send resume and names of 3 references to: Personnel Committee, **Board of Trustees, Lake Geneva Public Library, 918 Main St., Lake Geneva, WI 53147.**

Public services librarian—heart of Dallas/Fort Worth metroplex. Adult reference, government documents, young adult advisory, collection development in assigned areas. Knowledge of AV equipment/materials, ALA degree required. Salary $17,358. Excellent benefits. Contact: **City of Irving Personnel Dept., POB 2288, Irving, TX 75015; 214-721-5321.** EOE, M/F.

Reference librarian needed for dynamic county library in northeastern Wyoming. Our growing reference dept. offers outstanding public service from a 45,000-sq.-ft. facility dedicated in June 1983. Qualified applicants will demonstrate thorough knowledge of information resources, supervisory skills, and the ability to work well with the public. Requirements for this position include: 1) an ALA-accredited master's degree; 2) experience or coursework in online searching; 3) experience in public library reference work. Desired skills include: 1) experience with adult programming; 2) knowledge of government documents; 3) undergraduate degree in geology or business administration. Beginning salary for this position will be $19,872, plus excellent fringe benefits. Position dependent on final budget approval. Position tentatively available July 15. Interviews possible at ALA in Dallas. To apply, send letter of application, resume, and references to: Dan Siebersma, Director, **Campbell County Public Library, 2101 4-J Rd., Gillette, WY 82716.**

Regional librarian. SELCO (Southeastern Libraries Cooperating), the regional public library agency for southeastern Minn., is seeking applicants for a regional librarian. SELCO requires an ALA-accredited MLS and at least 3 yrs.' recent experience in a public library. Desired: experience in a variety of library functions; oral and written communication skills; needs assessment background; automation; bookmobiles. This individual will be traveling throughout the region (6,700 square miles) to assist member library staffs as needed. Minimum starting salary $22,000, with several fringe benefits. Send letter, resume, and names of 3 references to: Raymond P. Ogden, Executive Director, **SELCO, 334 16th St. SE, Rochester, MN 55904.** Interviews will be conducted at ALA in Dallas. Desired employment date is Aug. 1.

Supervisor, children's services. Requirements: MLS with successful experience directing children's library services. Anticipated salary $16,488–$18,661. **Apply by June 22** to: **The Berkshire Athenaeum, Attn.: Ruth T. Degenhardt, Acting Librarian, 1 Wendell Ave., Pittsfield, MA 01201.**

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2 positions open. 1) **Librarian I—adult services. Entry-level** position with duties of general reference, readers' advisory, and materials selection. Public and telephone contact. Accredited MLS required. Starting salary is $15,163; 4 weeks' vacation and other benefits. Essay test and interviews week of July 16. 2) **Librarian III—head of extension services dept.** to direct staff of 6 and 2 bookmobiles providing school, neighborhood, and nursing home service. Duties include supervision, analysis and planning for future services, budgeting, materials selection, staff development, and public relations. Starting salary is $22,401; 4 weeks' vacation and other benefits. Accredited MLS and significant experience required. Essay test and interviews week of July 9. **Application deadline for both positions is June 29.** City residency required after one yr. Civil service test fee $3. Send resume, transcript, and references to: Janet Plaza, **Aurora Public Library, 1 E. Benton St., Aurora, IL 60506.**

STATE AGENCY

Coordinator of documents services. Responsible for the operation and planning for the documents services section of the Arkansas State Library. Directs the activities required for acquisition and organization of state and federal documents for official depository collections of the state library. Also directs operation of state documents depository program and federal documents regional depository program in Arkansas. Responsibilities include acquisition, classification, distribution, and/or exchange of documents within the state as well as preparation of bibliography, *Arkansas Documents*. Provides administrative and technical supervision of support staff. Works under the general direction of the deputy director of information resources. Must have ALA-accredited MLS; 3 yrs.' progressively more responsible experience in the professional library services including federal and/or state documents; knowledge of depository policies and regulations; demonstrated organizational and supervisory competencies with minimum one yr.'s supervisory experience; effective communication and interpersonal skills. Salary $16,588–$18,434 depending on qualifications. **Closing date June 30.** Submit application, resume, credentials, and letters of reference to: Kathryn M. Smith, Deputy Director for Administration, **Arkansas State Library, One Capitol Mall, Little Rock, AR 72201.**

Director, Office of Information, State Library of Iowa. New position, opens July 1. Administers Office of Information Services which includes law and medical libraries, reference service to state government, technical services, and state documents depository program. Position requires strong commitment to service, human relations skills, political ability, sense of humor, and high tolerance for stress and pressure. Will be responsible for planning fully automated environment. Prefer ALA-accredited MLS and experience in reference, public service, database searching, and/or online cataloging. (Need not walk on water.) Salary: $28,100–$39,305. **Send resume by June 29** to: Jack W. Hurkett, Director, Agency Operations, **State Library of Iowa, East 12th & Grand, Historical Bldg., Des Moines, IA 50319; 515-281-4116.**

Director, Office of Library Development, State Library of Iowa. New position, opens July 1. Need creative, innovative candidates with strong tolerance for ambiguity and willingness to discover the dimensions of their own position (ability to walk on water desirable). Responsible for working on statewide library development with 7 regional, over 60 academic, and more than 500 public libraries. Need knowledge of statistical methods, building design, and public relations, as well as strong communication skills and an appetite for political involvement. Looking for a "people person" who can resolve disparate interests and opinions into positive results. Prefer ALA-accredited MLS and an eclectic, general background. Salary: $28,100–$39,305. **Send resume by June 29** to: Jack W. Hurkett, Director, Agency Operations, **State Library of Iowa, East 12th & Grand, Historical Bldg., Des Moines, IA 50319; 515-281-4116.**

Documents librarian II, $18,400+, Nevada State Library. Under supervision of the public services librarian, responsible for development, organization, and maintenance of the federal documents depository collection and Census Bureau's State Data Center program. Supervises 1.5 FTE. 50 percent of time is reference-related work including a minimum of 10 hrs. on a public desk. Requires ALA-accred. MLS and one yr.'s professional work. Candidates with documents experience preferred. Job open immediately. Apply to: Joyce C. Lee, Public Services Librarian, **Nevada State Library, Capitol Complex, Carson City, NV 89710.** EEO, AA employer.

Library consultant II. Under general direction of coordinator of extension services, provides direct consulting services to local county, regional, and city library systems in specialized areas of public library construction and uses of microcomputers; assists in administration of LSCA Title II by monitoring subgrant projects. Must have ALA-accredited MLS with at least one yr.'s professional experience. Salary $16,250. **Closing date: June 30.** Submit application, resume, credentials, and letters of reference to: Kathryn M. Smith, Deputy Director for Administration, **Arkansas State Library, One Capitol Mall, Little Rock, AR 72201.** Applications will be screened and finalists will be interviewed by Arkansas State Library staff.

Library consultant II. Under general direction of coordinator of extension services, provides direct consulting services to local county, regional, and city library systems in the areas of planning, fiscal support, promotion of services, policy and management procedures, and in-service training and staff development; assists in administration of LSCA Title I by monitoring the activities of subgrant projects; makes detailed surveys of specific library problems and makes recommendations to library boards and staffs; assists in development of standards, guidelines, and other criteria for establishment, development, and evaluation of public library services. Must have ALA-accredited MLS with at least one yr.'s professional experience. Salary $16,250. **Closing date: June 30.** Submit application, resume, credentials, and letters of reference to: Kathryn M. Smith, Deputy Director for Administration, **Arkansas State Library, One Capitol Mall, Little Rock, AR 72201.** Applications will be screened and finalists will be interviewed by Arkansas State Library staff.

Library director B—assistant director for library development. Administers library development branch. Coordinates work of 7

consultants for public libraries, institutional libraries, continuing education, and networking. Administers state and federal grant programs to include budgeting and reporting. Requires MLS or equivalent eligibility for certification and progressive administrative experience, preferably in a public or state library. Strong leadership and communication skills essential. Salary $23,761–$32,455 with 8.6-percent increase effective July 1. **State employment applications must be received by June 29.** Contact: Personnel Manager, **Virginia State Library, 11th & Capitol Sts., Richmond, VA 23219-3491.** EEO, AA employer.

Map librarian (Librarian II). $18,256–$24,038. Prefer MLS, background geog., geol., or rel. prof. library trng./exp. in maps, fed. documents, knowledge of AACR2, LC classification, & OCLC. Reqs. 2 yrs.' exp. as professional librarian. Apply to: D. Long, **Arizona State Personnel Division, 1831 W. Jefferson, Phoenix, AZ 85007; 602-255-5482.**

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(Publishing at ALA, cont. from p. 396.)

interesting books. "Books that are well executed but don't have appeal are not going to do well." Though most titles[3] are in library science or reference, he said, ALA is moving gradually into subject-oriented reference books. Bloom is high on one such title scheduled for next spring: *A Dictionary of Sacred Music*, by Samuel Rogal and David Poultney. For children's librarians, two works of interest coming out in December are *Storytelling with Puppets*, by Nancy Renfro and Connie Champlin, and *Series for Children*, by Susan Roman, a new author. Roman's book will build on the popularity of Janet Husband's *Sequels*. (A sleeper on the 1982–83 list, *Sequels* was an annotated guide to novels in series that included such new writers as John Jakes and such time-tested favorites as John Galsworthy.)

Other forthcoming titles Bloom finds noteworthy are *A Video Handbook*, by William Saffady (late fall), a readable reference book for learning the uses of video in the library and other continuing education contexts; and *Budgeting for Libraries*, by Richard Rounds and Margo Trumpeter (fall), a practical guide directed to public libraries but suitable for other types as well.

Planning Research and Academic Library Buildings, by David Weber and Philip Leighton (fall), is a revision of Keyes Metcalf's significant McGraw-Hill work of 1965. Bloom noted that Metcalf recommended Weber for the rewrite.

Bloom's associate, Joe Brinley, highlighted Phil Clark's *Electronic Spreadsheets for Libraries* (spring 1985), a manual for using spreadsheet programs to prepare current library management data. According to Bloom, teachers and media specialists should like Ruth Bienstock's *Careers in Biography and Fiction* (fall), which will provide an annotated bibliography to help YAs relate to careers. Finally, he cited *The Acquisition of Library Materials*, 2nd edition, by Rose Mary Magrill and Doralyn Hickey (fall), a "sound and well developed" textbook for teaching acquisitions work.

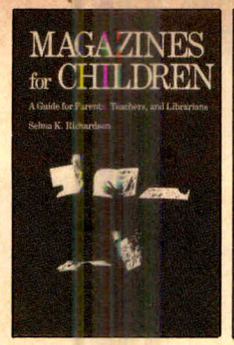
Facente has also been exploring non-book products for the publishing program and researching what ALA can do with video, software, and electronic transmission of information.

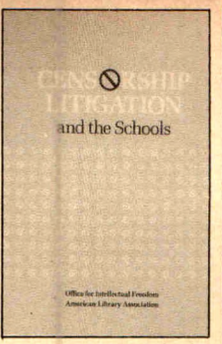
"We've just arranged for the promotion and distribution of the RTSD Video Conference at Los Angeles, which will be available for purchase and rental through PBS Video in Washington, D.C." he said.

Facente has contacted software developers about products appropriate for continuing education. He is looking at reference books and other print products as databases that could be transmitted electronically. But he noted: "Some people think print journals are going the way of the dinosaur, that people will just call up electronically the articles they're interested in. I don't think that's coming as soon as some others do. But we want to get the experience of capturing the file, so that when and if that occurs, we'll be positioned to move quickly."

In September, Publishing Services' Central Production Unit obtained the Quadex Data Entry System, which captures and retains the file of all *Booklist/Reference Books Bulletin* material.

(Continued on p. 422.)





These paperback titles reflect the variety on ALA Publishing's current list.

ALA Publishing booth at Dallas Conference

The "new" ALA publishing operation will be on view at exhibit booths 754, 756, and 758 during the Association's Annual Conference in Dallas. Exhibit days are June 23–26.

A special feature this year will be a June 26 drawing for recent ALA titles.

Among offerings at the large combined exhibit will be examination copies of new books, catalogs, and complimentary copies of *American Libraries* and *Booklist/Reference Books Bulletin*. Conferees can also pick up free bookmarks, handy reading lists, and mini-posters at the exhibit.

On hand to speak to conferees will be Gary Facente, associate executive director for publishing services; Helen Cline, managing editor; Herbert Bloom, senior editor; and Paul Kobasa, marketing manager. Journal editors will also be available.

Many ALA Publishing titles will be on sale at the ALA Store, which is being established for the first time by the ALA Public Information Office. Materials from ALA units and PIO can also be purchased at the Store, which is located in the ALA Professional Exhibits area. The bookstall will be tended by Robert Hershman, Publishing Services' operations manager.

International contacts

While at the 1983 Frankfurt Book Fair, Gary Facente and Paul Kobasa of ALA Publishing Services and Executive Director Robert Wedgeworth made an initial contact with Maruzen Co., the largest publisher in Japan. Maruzen bought the *ALA Glossary* translation rights. ALA is also negotiating with the French on translation rights to *Introduction to Automation for Librarians*, by William Saffady, and with the Spanish on the *ALA Glossary*.

At Frankfurt, they also signed a distribution agent in the Middle East, which ALA has never had before. He is based in Amman, Jordan. They lined up additional distributors in Africa as well.

The trio made initial contact with the primary distribution agency for foreign books in the People's Republic of China, the China National Publications Import and Export Corp. in Beijing. Now ALA publications appear in the CNPIEC's catalog and can be ordered by institutions and individuals in the PRC. The CNPIEC extracts information for its catalog from ALA catalogs, ads, leaflets, and news releases Kobasa sends them. All orders for the U.S. books are processed through that agency's representative in New Jersey, the Beijing Book Company.

Facente also established agreements with ALA's Western European and U.K. distributor, Eurospan Limited, to publish titles under dual imprint. The first co-edition under this agreement will be Bernard Middleton's *The Restoration of Leather Bindings*. Eurospan's publishing unit, Adamantine Press Ltd., will issue the title.

During a March trip to London, Facente began negotiations with a European publisher on co-editions of Martha Williams' *Computer Readable Databases* and of a revised *ALA World Encyclopedia of Library and Information Services*.

[3] Books are mentioned by their "working titles," which may be changed by publication date.

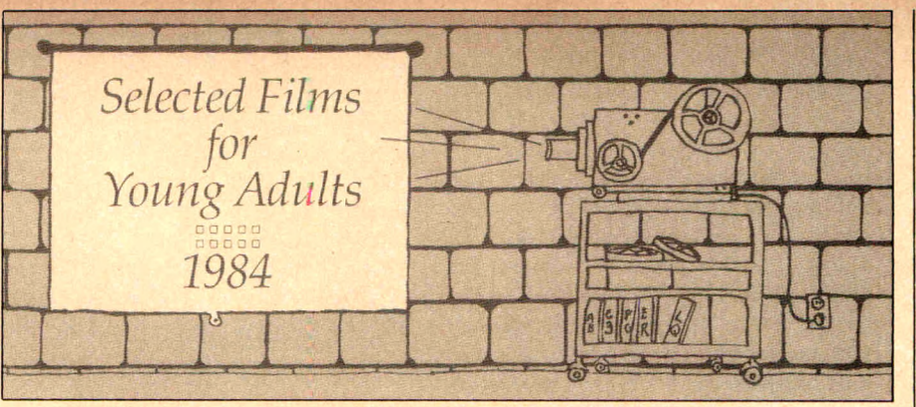
In touch with the market

Facente would like to supplement reviews in the literature with more direct mail to tell customers what ALA is publishing. By distributing tables of contents, for example, he believes librarians will be better able to evaluate what they are considering for purchase. When customers do make purchases, they need fast processing of their orders.

Publishing Services has just installed an STC Pubs Data and Subs Fil order fulfillment system for books, pamphlets, and subscriptions. Besides turning orders around quickly and resolving age-old fulfillment nightmares, the system will give ALA a great deal of new information about customer needs. This will help Marketing Manager Paul Kobasa target his direct marketing efforts.

The burden of politics

Facente has learned to be patient with ALA's complexity and the demands of committee work. "After all, it's a members' organization," he said. "It's a big change [for me]. The values are different. At McGraw-Hill and Follett, the purpose was to make money. Here, we have to make money, but within a certain context and under certain requirements."



Another pamphlet from Publishing highlights 16mm films selected by a YASD committee.

Those requirements include consulting with the Publishing Committee four times a year on a formal basis and, frequently, for informal guidance. He credits the Publishing Committee, currently chaired by Robert Stueart, dean of Simmons College library school, and previously by John Cole, for much assistance in his efforts so far. But meetings take time. He must also go to COPES with the department budget, and to the Executive Board with reports. "All of this is time-consuming," he remarked. "It takes many weeks during a year when you're not involved in publishing: you're involved in preparing reports and in the politics of the association."

Though he realizes that Publishing Services can never have financial autonomy, Facente believes the only way it can grow significantly is through investing no less than 30 percent of its net surplus back into development.

In general, he said, "the major restric-

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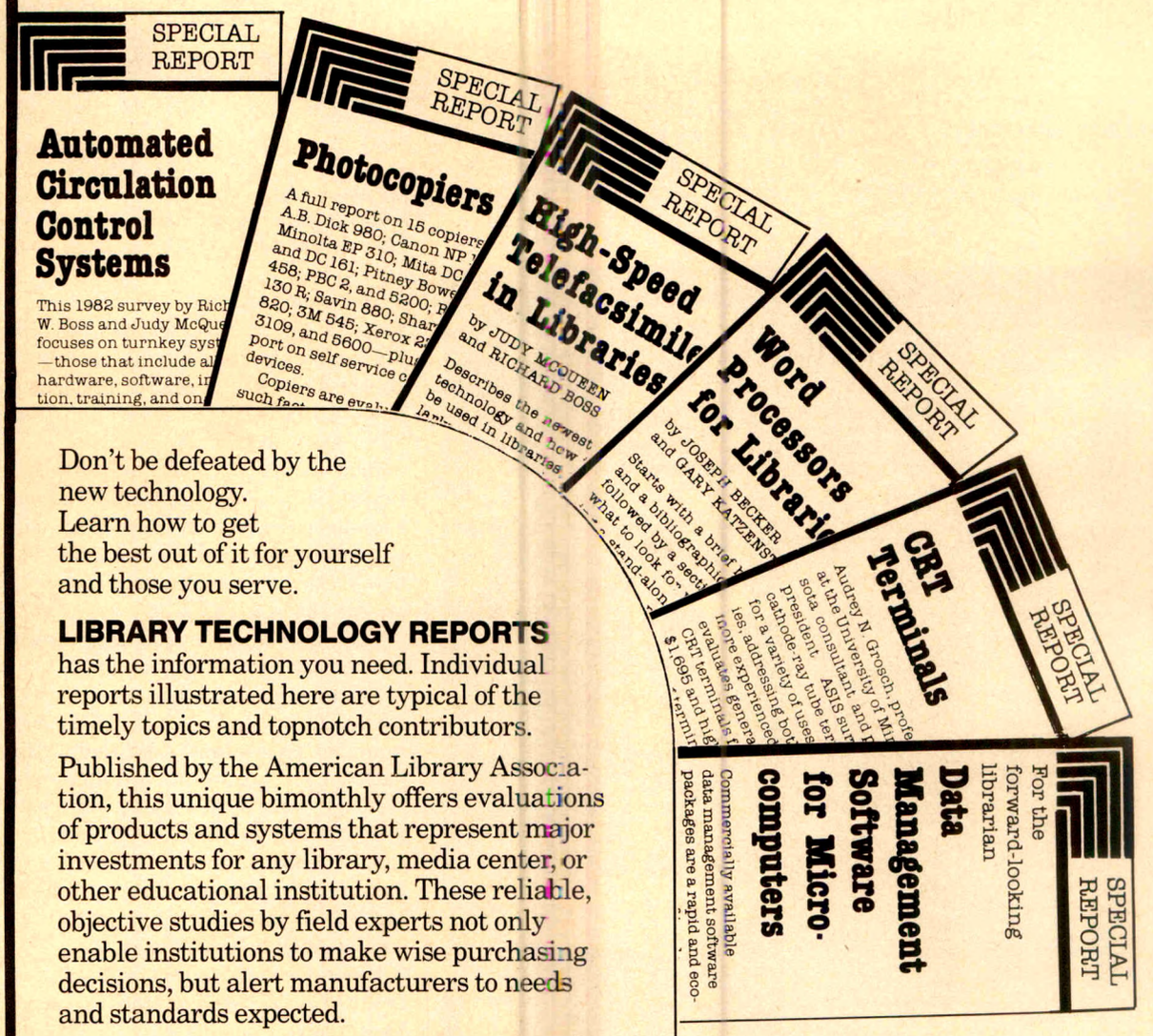

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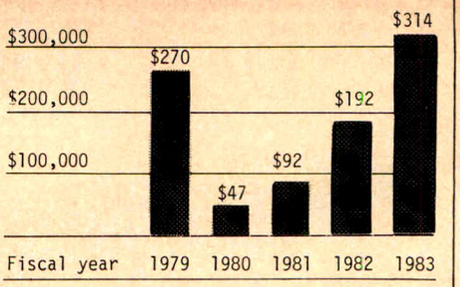
tion is that we're not able to change fast enough, because of the necessity of consulting with various levels of membership governance. COPES and the Executive Board are trying to look at what's best for the whole Association, and the interests of the whole association and Publishing aren't necessarily concurrent."

Personal publishing philosophy

Facente wants his department to be more aggressive in acquiring books, other media, and new authors instead of waiting for ALA divisions, offices, and their committees to come to Publishing with projects.

"I want to enrich the list with books of use to practicing librarians," he said. "I don't want to publish on the basis of sentiment, and I want to continue the tradition of high-quality products. I think that's what ALA has represented over the years. In today's economic climate, it's more important than ever that we try."

Among his special satisfactions to date is the first Caldecott Calendar, which came out last year and featured full-color illustrations from outstanding children's books. It sold out in March. In the short term, he is also encouraged by Books and Pams sales income of more than $1.5 million last year. Operations Manager Robert Hershman commented, "This was a few thousand over our target and certainly is respectable, considering the lack of a new Sheehy or other bread-and-butter title on our '82–'83 list."



Total surpluses returned to General Fund, Fiscal Years 1979-1983: $915,000.

The above chart shows surpluses returned to the General Funds, fiscal years 1979–1983, in thousands.

The financial turnaround last year was another satisfaction for Facente.

"Our initial projections were that we would have to borrow substantial amounts from the endowment." he said. "The Publishing Department performed exceedingly well, including *AL*, which gave $80,000 back to the General Fund that hadn't been anticipated." Due, in part, to Publishing's sound financial performance, the Association did not have to borrow from the endowment.

Under his management in fiscal year 1983, ALA Publishing revenues exceeded $4.4 million. Counting *AL*'s $80,000, the department's surplus exceeded $300,000.

How well Facente has improved service to members will only be known when the new STC fulfillment system begins to stabilize delivery of orders. And only when sales figures start coming in on the new titles from Books and Pams late this year will the early results of his editorial reforms be known.

Facente will not bring an end to controversy over what the ALA imprint should represent, and what Publishing Services should do, for whom, and in what ways. Controversy is part of publishing, and especially association publishing. But Facente wants to assure that when controversy continues to rage in Publishing Services 100th year, 1986, it will do so in an environment of sound financial management, editorial responsiveness, and efficient service. □

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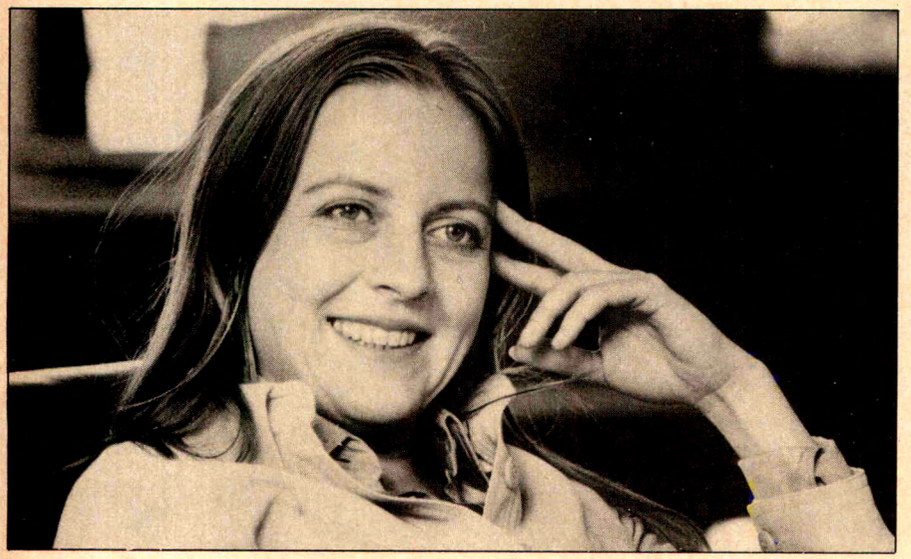

Frances Fitzgerald, author of* Fire in the Lake, *will speak at the opening session.

"Preliminary Program Information" on the American Library Association's 103rd Annual Conference in Dallas June 23–28 was mailed to all personal members in April. The 46-page publication lists the exhibit hours, general sessions, special events, and registration data.

The official "1983 ALA Conference Program" distributed at registration will detail more than 2,200 programs and meetings. The hours and locations in the topical sampling below should be checked in that program.

The following selections are presented to whet the educational appetite. In each item, the June date falls between the slashes after the sponsoring unit and before the hours, as in JMRT/23/2–4p. Late schedule changes will be posted in the registration area in the Dallas Convention Center.

ALA orientation

"ALA's Hidden Agenda: Great Personal Payoffs for Professional Service," featuring Dorothy Anderson of the UCLA library school and interviews with ALA leaders discussing involvement in ALA and strategies for success. JMRT President's Program/24/2–4p, Convention Center East Ballroom B.

Academic Libraries

"Quality Circles: New Approaches to an Old Game." Luncheon table discussions followed by speakers Mary Ellen Mortola and Daniel Sell of the Houston Community College System. ACRL Community & Junior College Libraries Section/24/12:30–5:30p, Hilton Embassy Ballroom.

Celebrate with ALA!

Exhibits Opening Ceremony in the Dallas Convention Center at 9 a.m. Saturday, June 23. The exhibit hours are 9 a.m.–4 p.m. on opening day, 9 a.m.–5 p.m. June 24 and 25, and 9 a.m.–4 p.m. June 26.

Opening General Session. After ceremonies, journalist-author Frances Fitzgerald speaks on "Politics in Education: Where Do We Go After *A Nation at Risk*?" Saturday, June 23, 5–7 p.m., Dallas Convention Center Arena.

ALA Conference Reception, hosted by the Local Arrangements Committee and the Ingram Book Company, Saturday, June 23, 7:30–10 p.m., at the new Dallas Central Library.

ALA Presidents' Dance, an art deco salute to President Brooke Sheldon, President-elect E.J. Josey, and all the past presidents of the Association. Sunday, June 24, 9 p.m.–1 a.m., Hyatt Regency Hotel Reunion Ballroom.

ALA Inaugural Banquet and Program, followed by dancing. Wednesday, June 27, cocktails at 6 p.m., dinner at 7 p.m. in the Hyatt Regency Hotel Reunion Ballroom.

"Involving Departmental Faculty in Library Services: Collection Development, Curriculum Consultation, End-user Computer Database Searching" seeks to bring librarians and other faculty together through library activities. ACRL Education & Behavioral Sciences Section/25/9a–12:30p, Convention Center Room E301.

"Academic Libraries and the Learning Society." Milton Goldberg, director of the National Commission on Excellence in Education, and ACRL Executive Director Julie Carroll Virgo will discuss *A Nation at Risk*. ACRL President's Program/25/2–5:30p, Fairmont Regency Ballroom.

Audiovisuals/Video

Video Showcase. LITA Video & Cable Communications Section/24/7–10p, Hyatt LITA suite.

Vision Showcase I & II. PLA Audiovisual Committee/24 & 25/2–5p, Convention Center Room W104.

Cinema Nitecap. PLA Audiovisual Committee/24/9–11p, Hyatt Cascade Ballroom.

"Tomorrow is Less Than a Day Away: Changing Patterns in Audiovisual Communication." PLA Audiovisual Committee/25/9–11a, Dallas Public Library Auditorium.

"Films for Young Adults." YASD & PLA/24/2–4p, Plaza of the Americas Hotel Plaza Ballroom B.

Author luncheons

Frank Herbert, author of the *Dune* series. PLA/24/11a–1p, Hilton Grand Ballroom.

Norma Fox Mazer, author of *Shiloh and Other Stories*. YASD/24/12–2p, Sheraton Grand Ballroom.

Rosalynn Carter, author of *First Lady from Plains*. FOLUSA/25/12–2p, Hyatt Reunion Ballroom A, B, & C.

David Macaulay, author of *Castle*. AASL/25/12:30–3p, Hyatt Reunion Ballroom E-F.

Books and reading

"Future of Fiction in an Information Age," Bobbie Ann Mason, Charles Scribner, Jr., and Larry Swindell, speakers. RASD/25/2–5:30p, Convention Center East Ballroom C.

"Who Uses Libraries—Why and Why Not: A Report on a Nationwide Study of Reading Habits of the Young, the Aging, and the Rest of Us." John Taylor, who directed the Book Industry Study Group survey conducted last fall, will speak. AAP/RTSD Joint Committee/25/4:30–5:30, Convention Center Room W112.

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featuring Joe Bruhac, editor of the *Prison Writing Review,* and former prisoner Michael Hogan, author of *Letters for My Son*. ASCLA Library Service to Prisoners Section/24/9:30a–12:30p, Convention Center Room W111.

Cable

"Standards for Cable Interconnections." Speakers: Roger Ferragallo, director, Telecommunications, Peralta Community College District; Joan Maier McKean; and author James Roman. LITA Video & Cable Communications Section/24/9:30a–12:30p, Convention Center East Ballroom C.

Children's services

"A Retrospective Look at Children's Books 1976–80," with author Natalie Babbitt, Amy Kellman, Margaret McElderry, Nancy Rosen, Zena Sutherland, Phyllis Van Orden. ALSC President's Program/24/9:30a–12:30p, Fairmont Gold Room.

Newbery/Caldecott Awards Presentation: cocktails, dinner, program, and reception. ALSC/24/6–11:30p, Fairmont Regency Ballroom.

"Toddlers and Parents in the Library," keynoted by Jim Trelease, author of *Read Aloud Handbook*. ALSC Preschool Services & Parent Education Committee & PLA AEPS Parent Education Services Committee/26/9:30a–12:30p, Hyatt Reunion Ballroom.

Community information

"Zeroing in on Your Public: Turning Problems into Opportunities," with Ann McGee-Cooper, author of *Time Management for Unmanageable People*. PLA Metropolitan Libraries Section/23/2–4p, Convention Center Room W113.

"Community Information in the '80s: I & R for Special Populations." Speakers are Loraine DiPietro, director of the National Information Center on Deafness at Gallaudet College, and James Murphy of the National Information Center for Handicapped Children and Youth. PLA Community Information Section/24/9:30a–12:30p, Adolphus Grand Ballroom.

"Recession/Recovery: Libraries Serve the Unemployed," keynoted by former Secretary of Labor Ray Marshall of the University of Texas /Austin. AFL/CIO–ALA RASD Joint Committee on Library Service to Labor Groups/25/9:30a–12:30p, Adolphus Grand Ballroom.

Education of librarians

"Management of Online Systems: An Agenda for Education." Speakers are Carolyn M. Gray, Marlene Sue Heroux, and Herbert White. RTSD Education Committee/23/2–4p, Convention Center West Ballroom A.

"Educational Issues for Specialists in Government Information," moderated by Roger Greer. Speakers include Nancy M. Cline, Kathleen Heim, Donald King, and Sidney Siegel. GODORT Education Task Force and GODORT Machine Readable Government Information Task Force/23/2–4p, Convention Center West Ballroom A.

"Library School Education of Latinos." REFORMA/24/8–10p, Hilton Court Room.

"New Directions for Library and Information Science Education." Panel discussion: Library Education Committee (SCOLE) & Library Education Assembly/25/9:30–11a, Convention Center Room N401. Final progress report: SCOLE & OLPR/26/11:30a–12:30p, Convention Center Room E301.

"A Foundation for A Theory of Information Science." Roger Greer, speaker. LRRT & SCOLE/26/9:30–11a, Hyatt Cascade Room.

Funding

"Raising Funds for Libraries: Paths to the Private Sector." ALA President Brooke Sheldon, former Dallas PL Director Lillian Bradshaw, and consultant Florence Green discuss how libraries can raise private funds. ALA President's Program/24/9:30a–12:30p, Hyatt Reunion Ballroom.

"Special Events: An Alternative Source of Revenue." Address by Gail Watts, president of a Dallas marketing concern, followed by three public library presentations. LAMA Fundrais-

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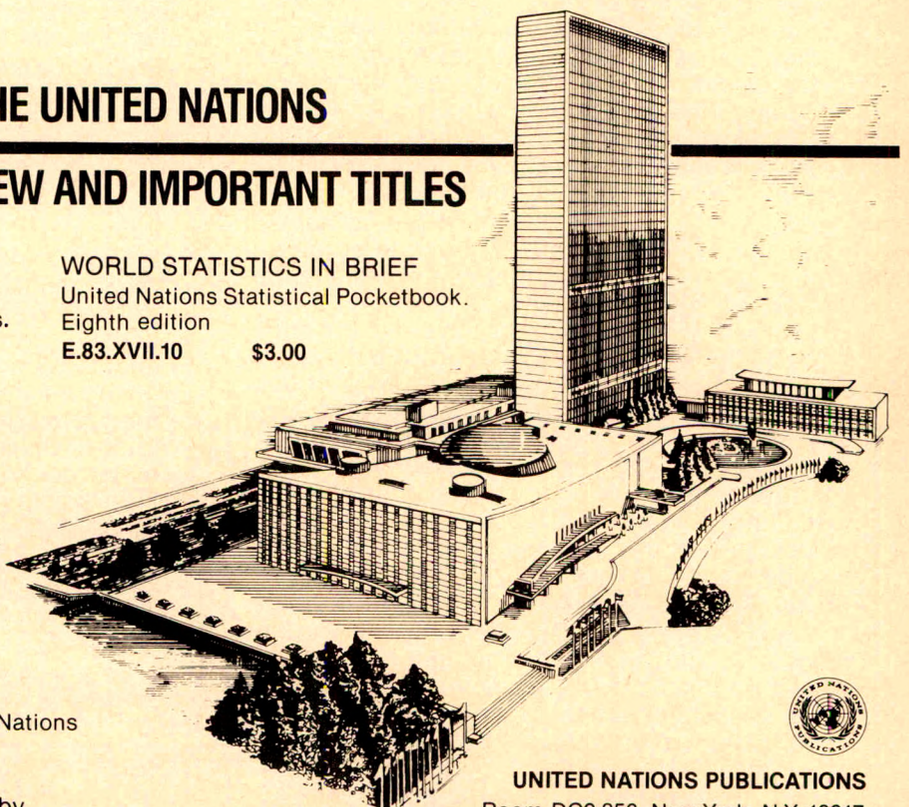

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ing & Financial Development Section & LAMA Public Relations Section/25/2–4p, Convention Center East Ballroom B.

Instruction for users

"Communicating Effective Use of Online Catalogs," keynoted by Christine Borgman. RASD Catalog Use Committee/25/9:30a–12:30p, Convention Center East Ballroom C.

"Getting the Most from the Least: Producing Professional-Looking Audiovisuals as Economically as Possible." LIRT, LAMA PRS, PLA & ACRL AV committees/25/2–5:35p, Sheraton Austin-Houston Ballroom.

Intellectual freedom

"Censors are People, Too." Judith W. Monroe and Robert P. LeLieuvre, authors of *Peoplework: Communications Dynamics for Librarians,* will speak in the general session, followed by small group discussions. Intellectual Freedom Committee, IFRT, & division IFCs/23/8a–12:30p, Convention Center East Ballroom A & B & Rooms N201–234.

"Who Speaks Up for Youth: Intellectual Freedom, Public Relations, & the Library." Speakers include Gerald R. Shields, Pat Latshaw, and Kathryn Walt Cain. YASD President's Program, ALSC, LAMA PRS, PLA, & IFC/24/2–4p, Sheraton Republic of Texas Room.

"Government Secrecy." Speaker Richard Schmidt, counsel to the American Society of Newspaper Editors, will discuss freedom of information. IFC & AAP Freedom to Read Committee/25/2–4p, Convention Center West Ballroom D.

International Relations

"New World Information Order: A Third World Perspective." Speakers will increase librarians' awareness of the media control controversy. SRRT Task Force on Alternatives in Print & SRRT Task Force on International Human Rights/23/2–4p, Convention Center Room W112.

"The International Dimensions of Information Technology," is the first LITA/Faxon Distinguished Lecture in a new series. The address will be delivered by Wilson Dizard, a senior associate in the Georgetown University Center for Strategic and International Studies. LITA & the F.W. Faxon Co./25/2–4p, Convention Center West Ballroom A–B.

"Access: The International Dimension." UNESCO Director General Amadou-Mahtar M'Bow will address the geopolitical dimension, IFLA President Else Granheim the professional dimension, and Freedom House Executive Director Leonard R. Sussman the American perspective. International Relations Committee/25/2–4p, Convention Center East Ballroom A.

Legislation and lobbying

"Washington Issues." FLRT & PLA Armed Forces Library Section/23/9a–12:30p, Union Station. *(Cont. on p. 430.)*

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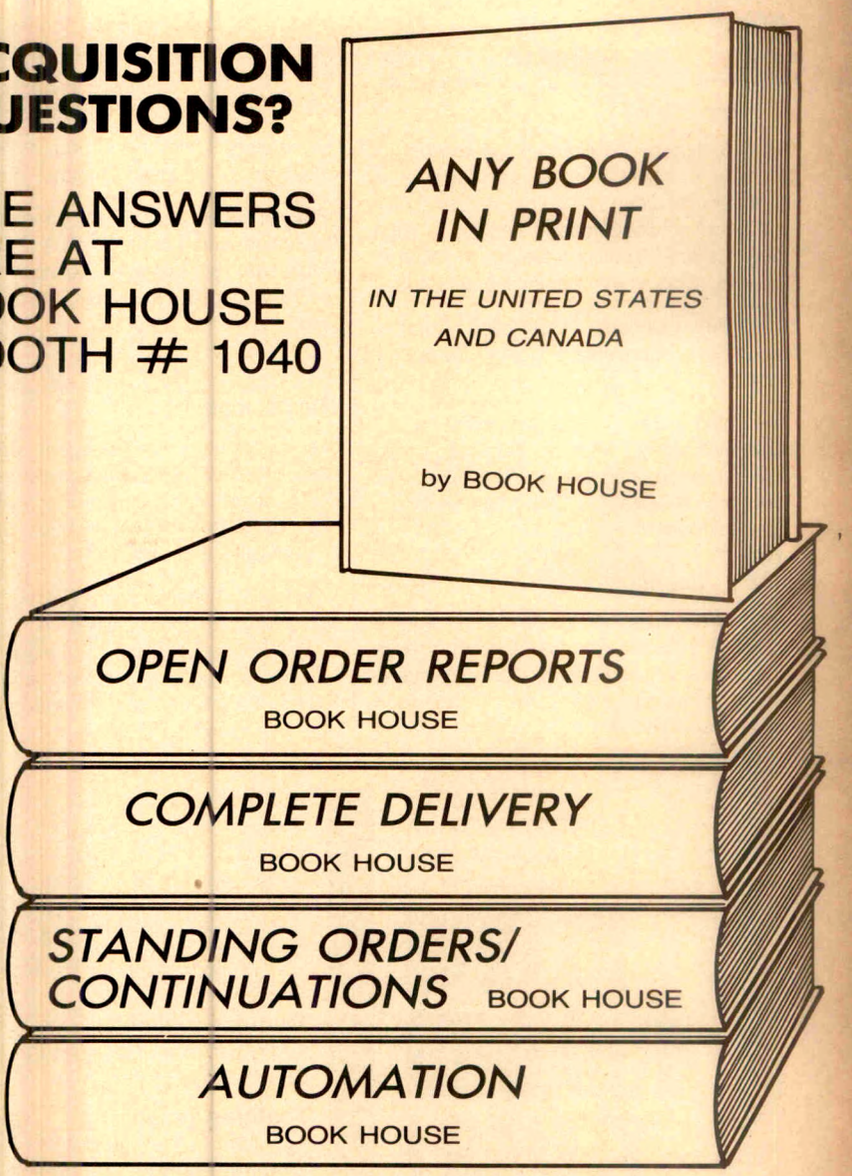

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"Getting It Passed: How to Use Successful Public Relations Methods with Your State Legislature." A Texas state senator and a professional lobbyist will be featured. LAMA PRS, ALTA, ASCLA, COSLA, PLA, ULC, & WHCLIST/23/9–11a, Convention Center West Ballroom A.

"Common Goals—Different Paths: Successful Library Advocacy." Bill Asp and Laura Chodos are among the speakers. ALTA/FOLUSA/ULC, & WHCLIST/23/2–4p, Convention Center Room W104.

"Forging Links: State Level Legislation for Multitype Cooperation," a panel discussion moderated by Joan Neumann. ASCLA Multitype Library Cooperation Section, ASCLA State Library Agency Section, & COSLA/23/2–4p, Convention Center Room E409.

"Information Update." Legislation Committee/23/2–4p, Convention Center East Ballroom B.

"The Gender Gap: Women's Political Clout." Elizabeth Kamarck Minnich, Texas legislator, will address the phenomenon. SRRT Feminist Task Force & COSWOL/23/8–10p, Hyatt Cascade Ballroom.

Library buildings

"Why Library Buildings Win Awards—A Jury in Action." Architects and librarians will discuss design issues. LAMA BES Library Building Awards Committee/23/2–4p, Convention Center Room E410.

"Access: A National Crisis from an Intimate Perspective" will feature Georgia Secretary of State Max Cleland, who is disabled. LAMA BES Facilities for Specialized Library Service Committee/24/2–4p, Convention Center East Ballroom A.

Literacy and outreach

"Kozol on Literacy and Libraries." Author, teacher, and literacy authority Jonathan Kozol will be the luncheon speaker. ALTA/24/11:30a–2p, Hyatt Regency Ballroom.

"Exemplary Outreach Programs." ALTA & OLOS/24/2–4p, Hyatt Regency Ballroom.

"Future Trends and Developments in Basic Education and Literacy." PLA AEPS Basic Education & Literacy Services Committee/25/9:30–11a, Convention Center Room N401.

Microcomputers

"Microcomputers for Managers: Beyond the Basics." Five experts concentrate on the practical side of managing micros. LAMA SSS, PLA, & LITA/23/9:30a–12:30p, Convention Center East Ballroom C–D.

"Getting It Together and Getting It Going: Microcomputer Practicalities for Youth Services." Six-part program discusses planning, funding, choosing equipment, and training. YASD/24/9:30a–12:30p, Sheraton Republic of Texas Room.

"Your Computer and the Disabled," with vendor demonstrations. ASLCA LSBHS, PLA, & LITA, 25/2–4p, Convention Center Room E409.

"School Library Media Specialists and Microcomputers." AASL Microcomputer Discussion Group/26/2–5:30p, 26/2–5:30p, Convention Center West Ballroom A.

Personnel and employment

"Personnel Performance Management: The Agony and the Ecstasy." PLA Small & Medium-Sized Libraries Section & ALTA/23/9:30–11a, Dallas Convention Center West Ballroom D.

"Job Hunting: Cover Letters & Interviewing." OLPR/24/8–10p, Fairmont Continental Room.

"Problem Employees: Improving Their Performance," keynoted by Mardel S. Grothe, industrial psychologist, management consultant, and author. LAMA Middle Management Discussion Group, LAMA PAS, & OLPR/25/9:30a–noon, Convention Center West Ballroom A–B.

"Pounding the Pavement: Making the Most of Job Opportunities." Ginnie Cooper and Charles McClure will help improve your job-seeking skills. JMRT/25/2–5p, Hilton Embassy Ballroom.

"Training Issues in Changing Technology." Featured speakers include Ruth Person, Dorothy Anderson, Michael Malinconico, Bruce Miller, and Lynn Bradley. LAMA PAS Staff Development Committee, LITA, & JMRT/26/9:30a–12:30p, Convention Center West Ballroom D.

"ALA, the MLS, and Professional Employment." Pauline Wilson examines the issues; Keith Cottam will moderate. OLPR/26/9:30–11a, Convention Center Room W113.

Preservation

"Preservation Microfilming: Today & Tomorrow." Speakers are Margaret S. Child, Nancy E. Gwinn, & William Welsh. RTSD Preservation Microfilming Committee/25/9:30a–12:30p, Convention Center West Ballroom C.

"Sound & Light: The Preservation of Audiovisual Materials in Working Conditions." RTSD/26/9:30a–12:30p, Convention Center West Ballroom C.

Public Relations

"Marketing the Library." Fred Goodman is the dinner speaker. PLA Armed Forces Librarians Section & FLRT/23/7–10p, Union Station.

"Swap & Shop Plus." Presentations on the P.R. Plan, dealing with the press, newsletters, and evaluation techniques. LAMA PRS Services to Libraries Committee/24/11a–3p, Convention Center West Ballroom.

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swers for the Librarian and the Patron." A panel moderated by Peter Van Wingen includes university, public, and federal librarians and a bookseller. ACRL Rare Books & Manuscripts Section/24/2–4p, Convention Center Room E410.

Reference

"Ready Reference Use of Online Resources: Part I, Ready or Not?" Speakers include Eileen Hitchingham and Elizabeth Titus. "Part II, A Fair Exchange," an informal bazaar. RASD Machine-Assisted Reference Section/24/9:30a–12:30p & 2–5p, Convention Center East Ballroom D.

"The Use of U.S. Federal Documents in Historical Research." Speakers are Peter Hernon, Frank Lee, Bruce Morton, and Steven D. Zink. RASD History Section and GODORT/24/2–5:30, Convention Center Room W101–102.

"Getting Down to Business—Online!" RASD Business Reference Service Committee and RASD MARS/26/9–11a, Convention Center Room W104.

Rural libraries

"If We Can Do It, So Can You—Cooperative Resouces for the Small Rural Library Service." Janet Stuckey, Jane Knezek, and Amy Owen will provide ideas and answers. PLA Small & Medium-Sized Library Section & ASCLA/26/9–11a, Convention Center Room W104.

School libraries

"The Way We Were; The Way We are Now; The Way We Want to Be: Paths to Achievement." AASL/25/9:30a–noon, Hyatt Reunion Ballroom. Speaker is Christopher Dede of the University of Houston. AASL President's Program/25/9:30–noon, Hyatt Reunion Ballroom

Standards and statistics

"Access to Special Format Statistics: The New ANSI 739.7 Standard and Problems of Implementation." Keynote speaker is Deanna Marcum. LAMA SS Statistics for Nonprint Media Committee, LAMA SS Statistics for College and University Libraries Committee, & RTSD Audiovisual Committee/25/9:30–11a, Convention Center Room W112.

"Output Measures—First National Picture." Douglas Zweizig will present the collected data, Sandy Stephan will summarize group discussions of the issues, and Karen Krueger will report on the task force. PLA President's Program/25/2–5:30p, Hilton Grand Ballroom.

Telecommunications

"The Telecommunications Revolution." PBS show host Nicholas Johnson will provide insight into the new technology. LITA President's Program/23/2–4p, Convention Center West Ballroom B.

Trustees

"Dynamic Interactions: Professionals and Trustees." Speakers include Anna A. Curry, Frank J. Dempsey, Edward Holley, and Shirley Lang. ALTA/23/9–11a, Convention Center Room E409.

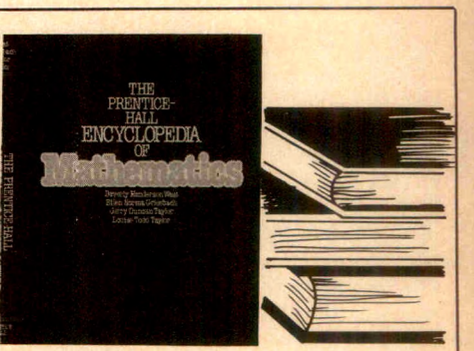
"First WILL and Testament." Participants will report on how the workshop enhanced trustee education. ALTA/24/9:30–11a, Hyatt Cascade Ballroom.

Vendor Relationships

"Ethics of Vendor-Library Relations" will be keynoted by Harry Stein, author of *Ethics (and Other Liabilities)*. Librarian Hank Edelman will face a panel of reps from publishing, film, and hardware/equipment industries. Committee on Professional Ethics/25/2–4p, Convention Center West Ballroom C.

"Exploring Management of the Vendor/User Relationship on Jointly Sponsored New Projects." The Faxon LINX Union List Project and a University of Florida circ system developed as a component of NOTIS will be discussed. LITA Vendor/User Discussion Group/26/9:30–11a, Convention Center Room E301. □

"If asked to select just one mathematical reference book, I would choose this one *without reservation...*



A pleasure to read, THE PRENTICE-HALL ENCYCLOPEDIA OF MATHEMATICS has broad appeal: experts or beginners, teachers or students, even those who have math anxiety. The 80 different articles from algebra to zero each have a similar format: definitions and formulas; explanation and examples; history, if appropriate; and annotated bibliography for those interested in further pursuit of a topic. The key words, italicized or set in boldface, aid those scanning for information. The abundant drawings, diagrams and photographs blend well with the text and stimulate the browser's curiosity. . . A two-page time line . . . a biographical list with topic notation . . . tables of information . . . a bibliographical index arranged by author and titles—these features seem to reflect the authors' concern that the information be easily available from a variety of entry points."—School Library Journal

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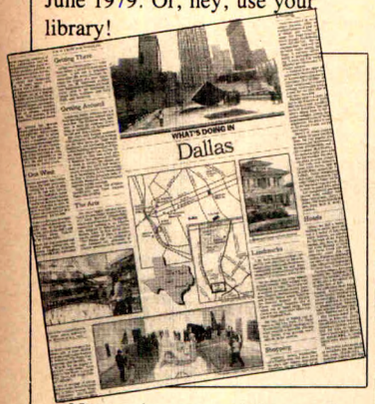
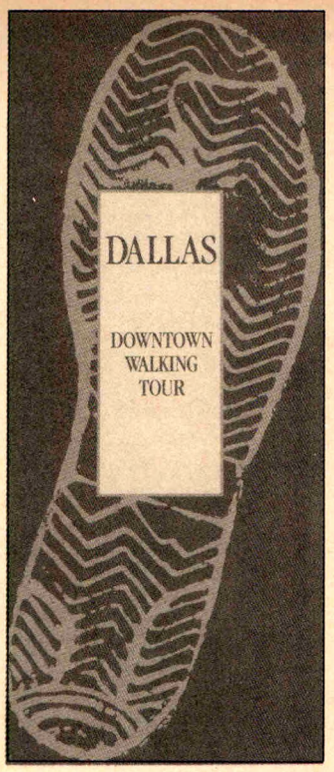
ALA DALLAS: HOW TO GET IT WHEN YOU GET THERE

This year, *American Libraries* departs from its usual presentation of conference-area maps and offers instead a guide to visitors' information easily available on site. The reason: Scads of first-rate material *is* available, thanks to the committees working on local information and hospitality. For those who insist on a little advance background, however, here are two handy sources: A page on Dallas in the Feb. 19 *New York Times* (Sec. XX, p. 10), shown below, and *American Libraries'* look at the 1979 conference city, p. 376–79, June 1979. Or, hey, use your library!

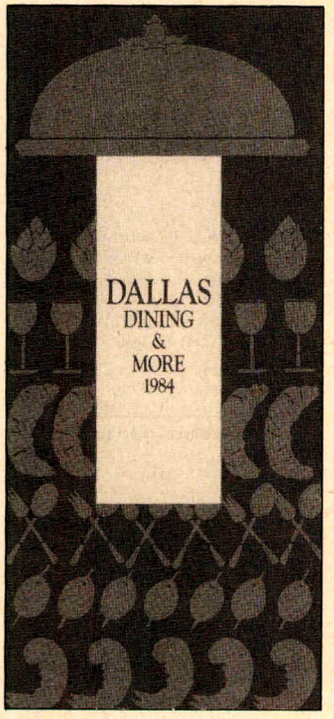


Now, when you get there, get thee directly to the Information Booth, on the mezzanine above the registration area of the Dallas Convention Center. There, the friendly folks of the Information Booth Committee, chaired by Richard Miller, will provide you with the materials shown on the rest of this page plus miscellaneous items and advice. Hours: Fri., June 22, 9–4; Sat.–Tues., 9–5; Wed., 9–noon.

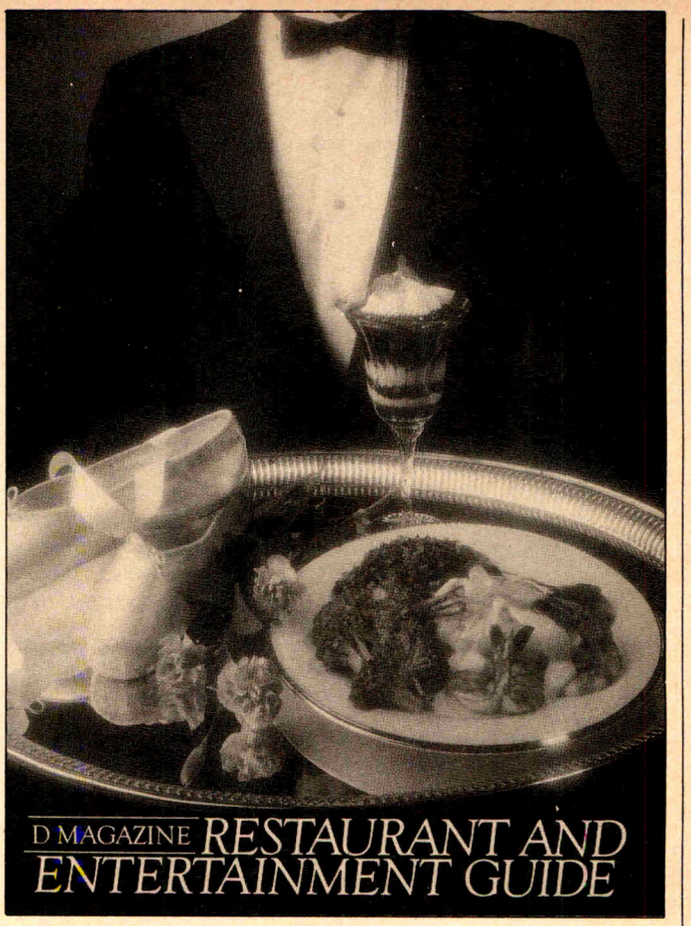
If you arrive before Friday, remember that the Dallas Visitor Information Center (telephone 747-2355) is open 9–5 daily at Union Station, just east of the Hyatt Regency on Houston. And if the Visitor Center can't help, you know one place that always will: the Dallas Public Library, a block east of the Convention Center on Young.



The walking tour brochure has a dandy downtown Dallas map, with locations and descriptions of 62 sites and major hotels. Find the Kennedy Memorial and historic Warehouse District with ease.



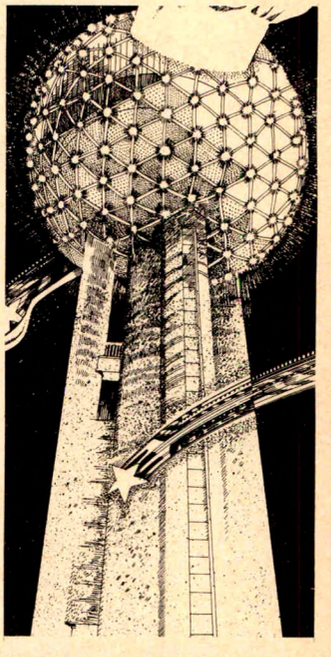
This up-to-date pamphlet lists scores of eating places by type of food, giving location and price range. The "More" is night life, arts, attractions, shopping, and sports. Pick one up and locate J.R.'s Bar.



"We talkin' lean, high-quality meat heah, boy." That's the opening comment on Dickey's barbecue in *D Magazine Restaurant and Entertainment Guide,* which rates dozens of the best eateries with authority. Shown in the magazine, at right, is one of the top Dallas restaurants—by altitude: Antares, in the Hyatt Regency's dome.

The single best pocket guide is this one, updated monthly and loaded with features, calendars, directories, and maps. Among the "Dallas Facts" it provides: Average June temperatures range from 70 to 91.

(Continued on p. 434.)



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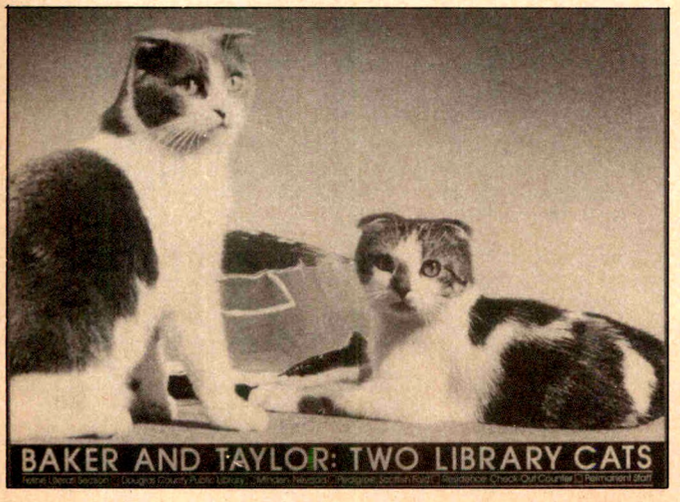
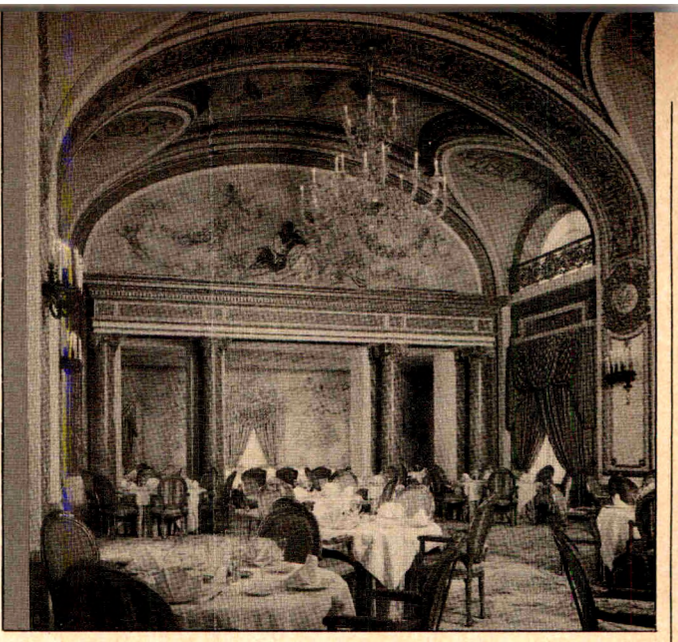
ALA DALLAS: HOW TO GET IT WHEN YOU GET THERE (cont. from p. 432)

Who needs Neiman-Marcus when you have the ALA Store, a new feature of the Annual Conference Exhibits? Occupying booths 753–755 the store will offer new ALA publications, the Library Symbol collection of mugs, T-shirts, etc., National Library Week posters including "Return the Adventure," Banned Books kits from the Office for Intellectual Freedom, *AL* designer tote bags, division publications, T-shirts from the Resources & Technical Services Division, buttons from the Young Adult Services Division, tip kits from the Office for Library Personnel Resources, and even Snoopy in his library T-shirt, priced at $15.

Grab those totes and head for the world's largest library trade show, June 23–26 at the Dallas Convention Center. Check the ads in this *AL* for good leads; when you get there, use the conference program exhibits directory to find your way. ALA's new conference manager Walter Brueggen (left) and his staff will be on hand for personal assistance. A popular freebie, the Baker & Taylor library cat poster, will be available again (booths 627–33). Staff members of the Douglas County (Nev.) Public Library, the cats are of Scottish Fold breed and named—what else?—Baker and Taylor.





In pursuit of beauty. Guests at the Adolphus and nearby hotels need go no farther than the Adolphus French Room restaurant, whose rococo murals are part of the hotel's $45 million restoration completed in 1981. The room has regained its grandeur of 1912, when Adolphus Busch opened it as the jewel of his baroque hostelry.

With one's appetite whetted in the French Room, the logical main course is the new Dallas Museum of Art, 1717 North Harwood, open every day but Monday. Pick up a "Gallery Guide" when there, as well as the monthly calendar and a brochure on the museum's Research Library (which is open Tues.–Sat.). African, Oriental, and other ethnic collections (right) complement the classical and contemporary items in this major museum.

"Night on the Town" buses will get you there

Thanks to Gale Research-sponsored buses and the Night on the Town Subcommittee chaired by Kathy Connell, conferees can enjoy a "secure and adventurous evening" at many of the top attractions of greater Dallas. Shuttle buses will run the nights of Fri. June 22 and Tues. June 26 from the Fairmont Hotel. Night spots along the route include the Tango (rock), No Whar but Texas (country western), and Cafe Dallas (singles). Dinner options range from the ferny San Francisco Rose burger joint to the three-star-quality Seascape Inn. Shopping addicts can be let off at The Corner, Caruth Plaza, and Northpark shopping malls.

The Subcommittee will distribute (from the Information Booth at the Convention Center) color-coded suggestion sheets with ideas for living it up on your evenings out.

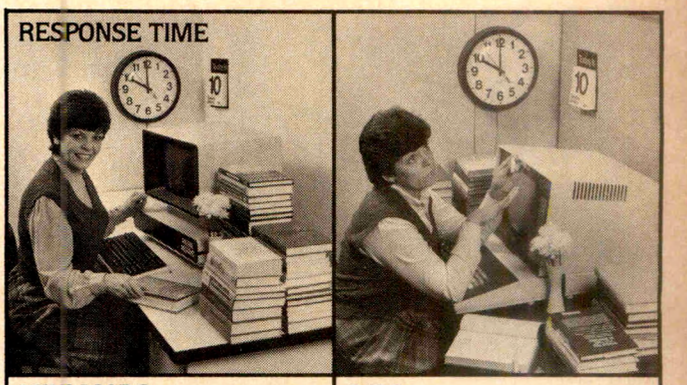
Among other good people assuring good times in Dallas when you get there are: Gayla Stapels-Cloud, chairing the Students to ALA activities; Dona Wiseman, JMRT Local Arrangements chair; and Dallas Local Arrangements Chair Dick Waters. □

MINI MARC vs. OCLC

(6 Points OCLC hopes you won't consider)

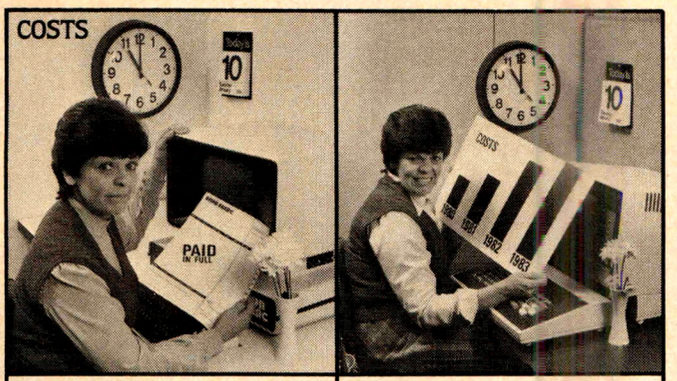
MINI MARC
40 Catalog entries per hour

OCLC
12 Catalog entries per hour



MINI MARC
Instantaneous

OCLC
Up to 45 seconds



MINI MARC
One time capital investment

OCLC
Spiraling operating costs

MINI MARC
Immediate access

OCLC
Minimum of 7 to 10 days

MINI MARC
You own

OCLC
OCLC owns

MINI MARC
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library life

Anniston honors "Miss Mildred"

Mildred Goodrich came home again recently at the age of 84 to be honored by the library she helped build, the Public Library of Anniston (Ala.) and Calhoun County.

An audience of 200 well-wishers listened as library board president Grace Gates read a resolution proclaiming that the reference department would be named the Mildred Goodrich Reference Library. Goodrich took over Anniston's Carnegie library in 1920, fresh out of Columbia University library school. She served as city librarian—often with memorable style—until 1957.

When she arrived in Anniston, the library owned 8,000 books; when she left, the collection had grown six-fold.

David Eden, the present library director, told *AL* that Goodrich was one of the co-founders of the Alabama Public Library Service.

At the recent Anniston event Doug Wilson, Friends president, unveiled the new plaque bearing Goodrich's name. Friends and colleagues added a comment or had their letters read from a scrapbook commemorating the event. Among them were state librarian Anthony Miele.

Eden said that the former librarian sat through the entire ceremony "on the edge of her chair, absorbed in the details associated with almost four decades of service."

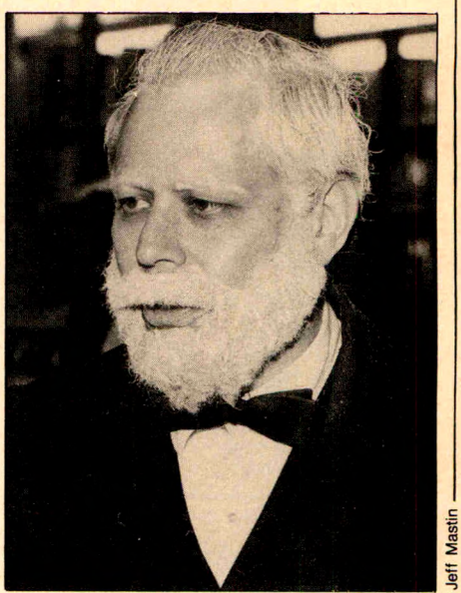
"Old librarians never die," he said, "but live on in the hearts and minds of those they served."

Carnegie for a day at 80th anniversary

At a recent reception celebrating the 80th anniversary of the Muncie (Ind.) Public Library Carnegie building, director Arthur Meyers dressed as Andrew Carnegie to greet visitors.

Meyers, who bears a slight resemblance to the philanthropist without the aid of cosmetics or costumes, adopted the role with some enjoyment. "The mayor even asked me for $10 million," Meyers said.

More than 100 people attended the event to view renovation plans for the old building, which include better access for the handicapped and energy improvements.



Jeff Mastin

Fred Friedman

Not just another chain gang

No, it is not a "three-minutes-to-midnight" drama; nor a hidden-camera shot of a library heist.

The photo catches librarians and Reading (Mass.) community members forming a human chain to move boxes of books to the Reading Public Library's new quarters. The move to a converted elementary school increased library space three-fold.

Nearly 300 community members moved the bulk of the collection in late February, saving the town more than $20,000 in professional moving costs. They responded to the library call for volunteers and transported the 78,000-item collection.

Local Jaycees hoisted reusable furniture into vans donated by a local moving company; the Lions Club and Boy Scouts moved a current fiction collection; and individuals carried a fragile local history treasure.

Two teams took on the bulk of the collection. One worked to transfer pre-boxed, labeled, and coded materials into vans; another adopted the chain principle to unload and, under staff supervision, reshelve books and AV materials into their new home. Library Director Barbara Nelson directed their efforts.

Larry Murphy

John Henry Faulk, left, folklorist and entertainment personality, shares stories of his work and memories of his friend John Lomax (in portrait) with Don Carleton, director of the Barker Texas History Center.

Sounds of Texas history echo through Barker Center

From a Texas governor's 1905 comments on the future of the state to a 1941 recording of gospel singing the day Pearl Harbor was bombed, the sounds of Texas history echo from an exhibit now at the University of Texas Barker Texas History Center. Part of the UT/Austin Libraries, the center will host the exhibit through Aug. 31.

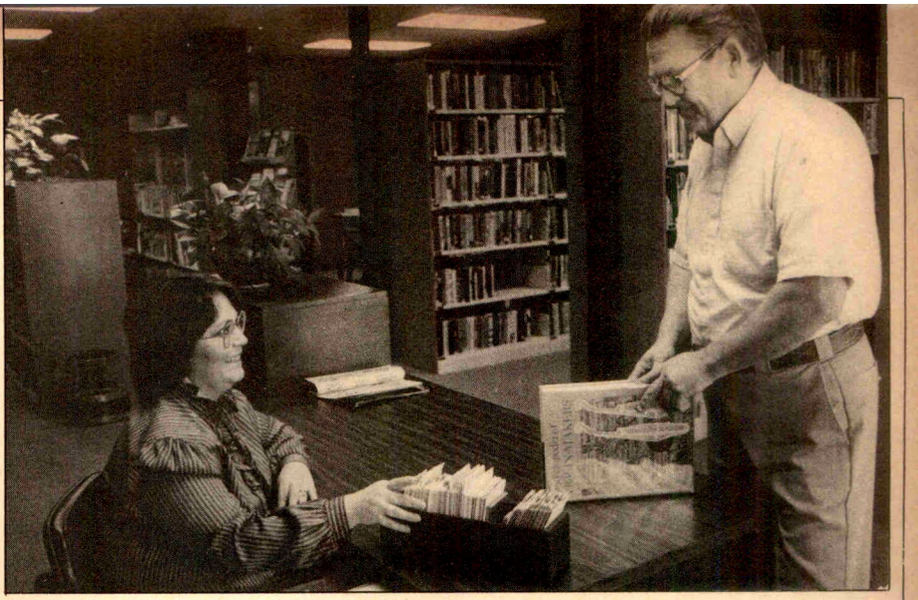
"For the Record: the Barker Center Sound Archives" includes many sound recordings in the center's historical collection and reflects four general areas: Texas history, pioneer field recordings of Texas folklorists, UT history, and Texas music.

Included in the folklorist section is a tribute to John Henry Faulk and John A. Lomax. Lomax is credited with first recording numerous songs of the cowboy, including "Home on the Range."

Through his interest in the songs of Texas prisoners, Lomax discovered blues singer Huddie Ledbetter, also known as Leadbelly.

Faulk concentrated on recording spirituals and folk songs from the black culture. A special highlight of the Faulk collection is a Sunday worship service at an Austin Baptist church the day Pearl Harbor was bombed. The service included a song titled, "I See Trouble in the Air."

Faulk is perhaps most widely known for his successful 1956 lawsuit against Aware, Inc., the ultra-patriotic group of McCarthy sympathizers who generated the blacklist against members of the entertainment industry.



Librarian Trotter and Mayor Barker reap bibliographic benefits of a gas well.

Town is fuming—and that's good news for library

Ever since the town of Attica, Kans., (population: 740) inherited seven-eighths of the rights to a natural gas well last year, life for its public library has drastically changed.

The city struck the pay zone several months ago when prospectors drilled on municipal property for natural gas. The first well, Attica I, went to water, but Attica II has been netting about $100,000 a month.

According to librarians Hallie Carpenter and Sandy Trotter, people wouldn't even come into the old library. "They would get claustrophobia being there," said Trotter. The library was about 6 feet wide and 36 feet long, and mismatched shelving ran along the length of the room.

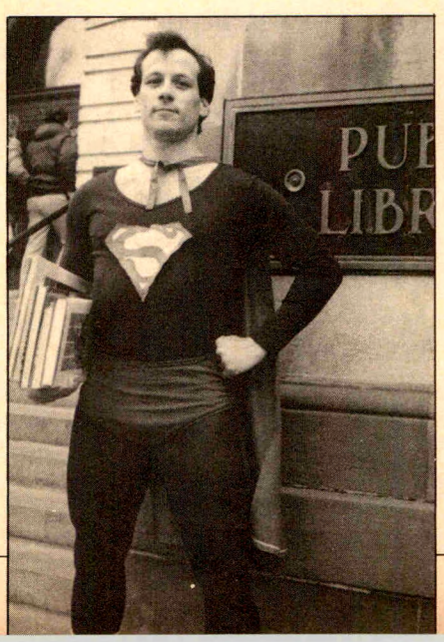
But on Valentine's Day, thanks to a share in the city's good fortunes, the library was reborn in a well equipped, remodeled building. The library formerly received an annual budget of about $3,000; this fiscal year the City Council allocated $50,000 to remodel the newly acquired building.

Mayor Johnny R. Barker reported that his wife was on the library board and one day came home and asked, 'Why can't you keep the library open four days instead of two now that there's money in the treasury? I told her that you needed something to stay open *with*, like a bigger building."

The city purchased the cafe next to the old library and put city employees to work on remodeling the structure. Some retired members of the library board who had carpentry skills pitched in, too.

"There's no comparison to what we had before," Trotter told *AL*. "We have beautiful steel shelving with end panels in burnt orange and inside shelves in cream color. Preschoolers now have kidney-shaped tables.

"We have projects that cost $800,000," said Mayor Barker, but they don't mean as much to me as this one. Passing the library and seeing those kids reading at those little tables . . . it's something that's there after you're gone."



Superman promotes Milwaukee NLW

Superman got the National Library Week message across when he visited Milwaukee's new downtown shopping mall, the Grand Avenue, on April 8. With him was his friend, Wonder Woman, who helped the superhero talk up the library's resources.

Both were hired from a local novelty telegram business called Celebrations.

They handed out calendars and bookmarks promoting the system's NLW events.

The calendars, heralding Superman's (and ALA's) message that "Knowledge is *Real* Power," were available at all library locations, advertised in local newspapers, and mailed to the library friends group.

MODERN SUBJECT ACCESS in the Online Age

by Pauline A. Cochrane

with Charles Bourne, Tamas Doczkocs, Jeffrey C. Griffith, F. Wilfrid Lancaster, William R. Nugent, and Barbara M. Preschel

The impact of technological developments on subject access

EVEN AS WE GET A BETTER FOCUS ON THE changes in subject access brought about by computers, we notice changes in the computers themselves. We must ask what those changes are and how they will affect both the user in search of information and the systems we have created to provide subject access. The terms "information technology" and "information industry" have come to include a great deal more than computer technology, although the computer is central to the storage and retrieval of information. Anthony Oettinger of Harvard University and Forest Woody Horton, Jr., have developed an integrated model of the U.S. "infostructure" that includes communications and integrating technologies as well as information technology. Broadcast and communications channels and content services and deliverers complete their structure.[1]

In the figure we have used to show the subject access environment (Lesson One, *AL*, Feb., p. 83), we show several computer systems merging at the user interface. A user in one library can access many computer systems because of recent telecommunications developments. One computer system can be linked to another so that data and programs can be automatically transferred or "downloaded" from one to the other. Such developments were hardly contemplated when library automation efforts began some 20 years ago. These developments are having a tremendous impact on *what* and *how* we catalog or index, *how* we search for information, and *what* information we search for.

The hardware at the user interface is called "terminal equipment" because we think of it as the end of the line, the point where we can send commands to and receive messages from the large computer, also called the "mainframe." More recently, we have been using "intelligent terminals" or "microcomputers" at this point. These machines are computers—albeit microprocessors—that at first had more limited capacity and less storage than a mainframe. Now microcomputers are being built with as much as or more capacity than mainframes.

Rosenberg's article on the Personal Bibliographic System is a harbinger of things to come.[2] The technological developments he describes could revolutionize subject access even more than the advent of computers in libraries. Think of it. Users will soon be able to devise their own information systems at their own microcomputers as they use our information systems. Eventually they will look at our information services as back-up systems or places to download records from.

Libraries have been "downloading" from OCLC and other bibliographic networks for some time, transferring catalog records from the utility's computer to their own systems and performing additional operations with the data. The *library user* may soon be able to do something similar. This is an earth-shattering thought, because it may mean that we will no longer "control" the way people search for information or that we could control that process even more if we focus on the potential of both micros and mainframes. It's as if we could help graduate students organize their own "card catalogs" from all the shoeboxes of 3x5 cards they generate while writing dissertations. This challenging possibility places our focus squarely in the middle of the subject access environment figure in Lesson One—at the user/system interface.

The technological developments we see in television commercials for office automation and computer games will have an impact on our subject access efforts, because such systems will influence our system design. The *user friendliness* of these systems is not just a gimmick. It is a revolution in the design principles underlying information technology. The fact that an 11-year-old at an Apple IIe can help his father with the company's monthly financial report shows the simplicity of computers today. Subject access systems in libraries should be as easy-to-use as home and office computer systems.

Such developments are quite a challenge for the information profession, which does not yet have a sound theory explaining information-seeking behavior. We cannot model that process in the same way that VisiCalc models standard accounting practices. Without a model, many think our system designs will continue to be as varied as the individual designers—back to the six blind men and the elephant again! Without a blueprint of how most people want to search, we

will continue to force them to search the way we want to search. Margaret Beckman's comments in Lesson Three of this course (*AL*, April, p. 252) alluded to a breakthrough in subject access because Artificial Intelligence research is far enough along to provide some useful models. Luckily, researchers in our profession are contributing to those developments.

Much will happen in the next few years to affect all aspects of subject access. One person cannot monitor all developments; so I have cast the net again for up-to-date opinions, this time on technological developments that could affect subject access. I am very grateful to the six people who took time to come to our "class in print" and present their thoughts on subject access and information technology. Each is viewing a different aspect of the subject access "animal." But their remarks raise important issues also raised by the respondents in Lessons Three and Four: Can we afford to ignore the impact technology has on subject access, for example, free-text and possibly full-text searching? How should we design access in multifile systems? How will we make our systems more user friendly?

Notes

1. Horton, Forest Woody, Jr., "The Information Industry Talks to Wall St.," *Information Management* (Dec., 1983), 30, 34.

2. Rosenberg, Victor, "A 'front end' to the online library" *American Libraries*, 15 (Jan., 1984), 46, 48.

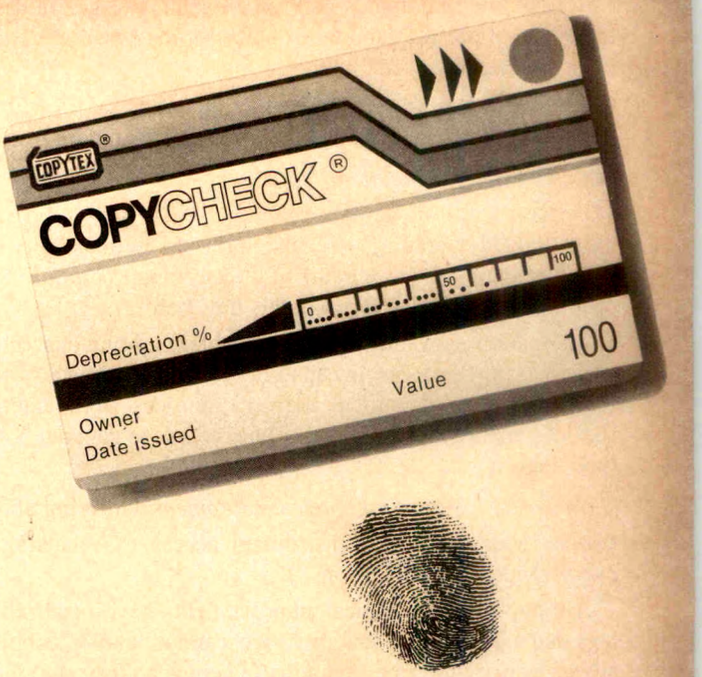
The experts speak on subject access and technology

I've assumed that "online catalogs" means "public online catalogs." What is provided for the library staff member would probably be more than for the public user. The major impacts on these systems will be in the storage and communications areas.

Storage costs will continue to decrease, resulting in such features as:

- Storage of documents text that was not considered technically or economically feasible earlier. (At one point in online history, we could not afford to create and store index entries to article titles; we passed that point. Later, it was feasible to store the index terms and the display record associated with article abstracts. Now it seems feasible to store the full text of the articles themselves.)
- Storage of expanded index terms and fewer coded or abbreviated index entries.
- Storage or record augmentation (e.g., addition of tables of contents, captions, reviews, holdings, or local headings information to a bibliographic record).
- A need for fewer stop words. (Every stop word is someone's search word—e.g., Vitamin *A*, *in* vitro, "*To* Be or Not to Be," "Gone *With* the Wind").
- The ability to handle larger files and larger answer sets and permit multifile searching.

(Continued next page.)



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(Modern subject access continued.)

• More online search aids and search helpers (e.g., guides to the different prefixes and index entry formats used in various files and search systems).

• More dynamic file maintenance (updating a file during regular hours instead of when a system is not in use).

Enhanced communications capability will mean:

• Higher speeds of access.

• Unattended operation (e.g., the ability to automatically call up a terminal in the wee hours of the morning to produce SDI prints or offline prints from the day before).

• Automatic logon, downloading, and text-editing capability, as well as post-processing capability (e.g., re-billing a system for searches or document delivery services from external services; extracting data from online records to generate SAS-type reports).

Lower cost for terminal/modem equipment will bring about:

• More widespread and distributed access ("A catalog in every student's dorm room").

Although great technical improvements have occurred in terminal equipment capability, we cannot ignore technical advances in mainframe capability. There is no reason to think centralized systems won't have the same potential for improvement as decentralized (terminal-based) systems. You can put extra "smarts" in the terminal, the central facility, or both.

CHARLES BOURNE, head
Product Development
DIALOG Information Services

For the sake of simplification, I have grouped my comments into three areas:

Information generation/analysis/synthesis:

The most important developments for subject access in these areas are:

Electronic publishing;

Powerful new capabilities expected from the pragmatic application of artificial intelligence, language analysis, and techniques for automatic indexing of machine-readable texts, and the integration of new information into the existing electronic storehouse(s) of mankind;

Integrated text, numerics, coded data, graphics, and image handling capabilities.

Hardware/software storage/access:

Parallel processing and distributed processing will enable very large central electronic information repositories/utilities supporting very large databases and tens of thousands of simultaneous users to come into wide use. (There will be high speed data transmission capabilities via cables and satellites.) Early forerunners of such systems are OCLC and CAS Online (Chemical Abstracts Service).

Local processing will have unprecedented capabilities. Consider the trend shown by IBM/PC/XT 370, which puts the full power of a large IBM 370 into the IBM/PC, or the one-billion-character micro disk drives announced by Shugart at $5,000 per single unit, or the videodiscs interfaced to 16-bit and 32-bit micros and supermicros.

Special hardware devices for searching will be available and widely used. Notice the trend toward associative hardware search engines, e.g., GESCAN 2, a General Electric computer built specifically for searching rather than for general purposes.

Distributed access/processing will be facilitated by user transparent network and local switching software/hardware capabilities. AMA/MINET (American Medical Association and GTE), CSIN (Chemical Substances Information Network), micro-CSIN, SCI-Mate (Institute for Scientific Information) were early trend setters.

User interface:

Multilevel, multisystem interfaces will support novice, occasional, and expert users with natural language subject searching strengthened by artificial-intelligence-type processing and automatic system selection/switching. The early (and primitive by future standards) examples are Knowledge Index, BRS After Dark, BRS Colleague, and CITE (Computerized Information Transfer in English, from the National Library of Medicine).

TAMAS DOCZKOCS, researcher
National Library of Medicine
Bethesda, Md.

I work in a multisystem, multifile environment developing online retrieval services. I also teach both professional searchers and end users how to use those services. The online catalog for my institution is just one of the files available for searching. The catalog is neither the most complex, in terms of data elements, nor the most sophisticated, in terms of retrieval capabilities, that I must help users search. Trends that I see among the systems I work with lead to these comments concerning subject access in the online catalog:

1. *Searching the full text* of the bibliographic record with boolean capability is essential. More powerful machines and more efficient software will make this possible. More importantly, however, users will become (indeed already are) more demanding and will require it. A file or a system that allows only controlled term searching will be incomplete. The opposite, however, will also be true, i.e., files or systems that allow only text word searching, as some of the more recent systems do, will also be incomplete.

2. *More records will contain more text,* including many that will include the full text of an item. This will occur in at least two ways: improvements to existing technologies will allow many more of the complete works represented by catalog records to be both searchable and displayable; and developing technologies such as the optical disk will allow a complete work to be displayed, although not necessarily made directly searchable.

As these developments occur, the need to improve our methods of subject access will become more, not less important. Controlled vocabulary systems that help the user manage the search process become critical with technologies that allow more and more words to be searchable online. It

An important role for you in a major national program

THE PROBLEM IS BIG:

AT LEAST 23 MILLION ADULTS ARE FUNCTIONALLY ILLITERATE.

The financial cost to taxpayers is in the billions. The losses in self-respect and quality of life cannot be priced.

But this is a problem we *know* how to solve. The role you play, with your library, will be critical in making this national assault on illiteracy a success.

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A toll-free hotline number—already in service—referring callers to local agencies that can provide help. A recent national television program on literacy generated over 7,000 calls to the toll-free number.

But *your* telephone won't ring unless you and your library are registered in the national directory of organizations that have volunteered to join the coalition.

Here's what you and your library can do:

- Organize, coordinate, or just participate in a local coalition that provides a volunteer service and teaching for adults.
- Sponsor public-awareness programs that focus local attention on illiteracy problems in your community.
- Develop a collection of special materials for beginning adult readers. Prepare literacy packages from your collection (booklists, pamphlets) to circulate to individual readers, tutors, and other literacy agencies.
- Provide an information/referral service to direct people to other agencies to receive learning assistance. Compile a directory of local literacy programs.
- Offer services to new readers: counseling, bibliographies, book-discussion groups.
- Coordinate library-sponsored tutorial programs.
- Cooperate with other agencies to develop tutorial/learning programs.
- Help publicize community literacy programs in the local media.

You can register your library with the national Coalition by pledging to take action on any of these suggested activities.

Just complete the attached form and mail to the Coalition for Literacy/OLOS, American Library Association. A packet of helpful information will be returned.

Tear off and mail

Yes, we want to help combat illiteracy in our community. Please register our library in the Coalition for Literacy referral databank. We understand callers from our local area will be given our name and may contact us either to volunteer or to receive reading help.

As a local resource we pledge to:

- ☐ Help create a community coalition.
- ☐ Strengthen our collection of special materials for beginning adult readers.
- ☐ Serve as a clearinghouse for community literacy programs.
- ☐ Sponsor tutorial programs in the library.
- ☐ Offer services to new readers.
- ☐ Sponsor public awareness programs on literacy.
- ☐ Help publicize community literacy efforts in the local media.
- ☐ Other_____

Note: you must list at least one activity to be registered with the **Coalition for Literacy.**

_____
name of library

_____
address/city/zip

_____
name/title of contact person

_____
(area code) phone

a

There are literacy programs throughout the country

IN CALIFORNIA

The California State Library has provided $2.5 million to establish a statewide literacy program including grants to local libraries. Working in partnership with other literacy providers, the California Literacy Campaign provides training programs, technical assistance to community organizations, and resource centers in 100 communities served by 27 public libraries throughout the state.

IN KENTUCKY

The Kentucky Coalition for Literacy has involved public libraries in more than 50 counties. The regional library system helps to develop volunteer groups in individual counties. Local literacy councils throughout Kentucky include libraries, businesses, and industries. Local libraries offer services ranging from organization to administration.

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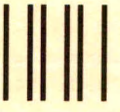

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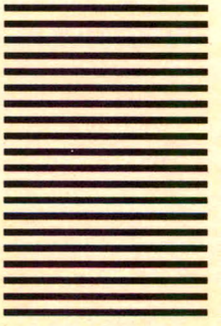

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takes just a few searches of the full text of several years' worth of newspapers to illustrate both the strengths and the significant weaknesses inherent in such systems.

Techniques for improving subject access are important even with technology that displays the image of the work without making the individual words searchable. The cost of developing, maintaining and using these systems is great; they require search facilities that maximize the likelihood of users finding the most appropriate works for their queries. Searches that result in too many or too few hits are costly and make inefficient a system designed to present work to a user at a terminal.

We know what we need to improve subject access in our online catalogs, because we have not yet built into our online systems much of the structure for subject access that is already present in subject cataloging. That structure is internal and known by the person analyzing the work; it needs to be external and known by the person seeking the work. Placing a copy of LCSH next to the terminal does not meet those requirements.

Online catalogs have forced us to rethink what the user understands about our systems, and have confronted us with an obligation to make those systems easier to use. Many of the difficulties users encounter are mechanical in nature, and arise because computers are not yet forgiving enough in what they can accept as input. Such problems will disappear as both users and computers become more sophisticated. We already have systems that are easier to use than others, and we are discovering the design principles that will insure that the search language or the terminal are not the problem.

The online catalog provides an intriguing challenge because it offers librarianship the opportunity to make highly developed tools available to users in new and creative ways. Those tools must be designed into a system so that they work automatically for the user and are as explicit and self-explanatory as possible. Why should a user ever enter a search term that does not provide a link to the syndetic apparatus and a suggestion about how to proceed? And as we make those suggestions, we cannot forget that terminology clear to us may not be clear even to the highly educated user. (It is a common occurrence for a student in my introductory class to ask whether the "broader term" will retrieve all the items that have been cataloged under the "narrower terms.")

In short, we need to *make our systems easier to use* in a mechanical sense, design catalogs that are clear and understandable to the user, and *make the syndetic structure work automatically* on the user's behalf. Once we attain these goals—one hopes that will occur well before the year 2000—we will be ready for an even more creative and challenging effort. We will have solved the problems that hinder the user. The system will no longer be the chief limitation.

The *major barrier* will then be our limited understanding of how people seek information, relate ideas, and ask questions. That will open a new phase of research into the relationship between the process of human inquiry and the analysis of information. In a sense, we now have an intellectual problem similar to one that first confronted Freud. We need to understand and solve the "problems" people encounter with our online catalogs. After we solve those problems, we can move on to more positive questions about the ways people seek information. We must avoid the trap, however, of assuming that the problems we see now represent the extent of the catalog's ability to aid our knowledge gathering process.

JEFFREY C. GRIFFITH
Congressional Research Services
Library of Congress

(The author's views are his own and do not represent those of the Library of Congress or the Congressional Research Services.)

Computer technology has been used by libraries in two rather separate applications: 1) to automate record-keeping/inventory control; and 2) to allow online access to electronic information sources not physically present in the library. The first application is of lesser importance. It changes the way that libraries manipulate records representing physical artifacts (mostly books), but not the way the artifacts themselves are handled.

Within the next few years, the distinction between these applications will become blurred as more and more of the information sources themselves will be in electronic form—either owned by the library (e.g., on optical disk) or assembled through a network.

As electronic *access* increasingly replaces *ownership*, the catalogs of libraries must change so that they point to *assembled* information sources and not just *owned* sources. All catalogs (and all collections) then become the same because all sources will be assembled (in one form or another, at one level or another) and accessible to all libraries and users.

Traditional library approaches to subject access will be replaced. The use of controlled subject headings will give way to some sort of natural-language approach. Conceivably, library users will be able to interrogate vast electronic information resources through questions posed in sentence form—at first by keyboarding and later, perhaps, through voice input.

F. WILFRID LANCASTER, professor
University of Illinois library school
Urbana, Ill.

Image Automation presents a new need in subject access for languages to describe pictures. The microcomputer-controlled laser videodisc provides the *first* practical means of storing, organizing, and selectively retrieving massive collections of color pictures. A standard 12-inch videodisc can hold up to 54,000 separate pictures per side, each with a unique and computer-accessible frame number. Any randomly selected frame has an average access time as low as 1.5 to 2.5 seconds, depending upon the videodisc player used. The technology offers a potential for providing subject access to pictorial materials in a way that far outdistances traditional library practices.

New methods are needed for pictures. A picture is not a book, yet traditional subject access practices for pictures have evolved from those for the monograph, a development

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sequence I believe to be conceptually incorrect. Because the individual pages of a book derive their importance from being a part of that book, it has been assumed that the individual pictures in a collection derive their importance from being part of that collection, and pictures have been so treated from the standpoint of subject access, which is to say hardly at all.

A proposed MARC format for prints and photographs was based upon the MARC format for motion picture films, which in turn was based upon the MARC format for monographs. But a vast gulf separates the succession of images that constitute a motion picture film from the succession of images that constitute a picture collection. As should be obvious, the former has a linear continuity, like a book in many respects, whereas the latter is a nonlinear set of discrete and discontinuous items, each deserving individual subject access.

By "subject access," I mean being able to find a particular picture or set of pictures contained in a large collection on the basis of the subject content of the images in them, rather than upon such factors as physical description, creator of the image, or membership in a larger collection. This (possibly controversial) approach to subject access could be called the "content-based" or "intelligence analyst" approach to pictures, as opposed to the traditional "bibliographic" approach of libraries.

With technology now providing us rapid transmissions of satellite pictures in massive numbers and massive storage of image materials on optical disks, we must develop formalized means of describing the content of pictures (Picture Description Languages is the current term). We must also develop advanced query languages, new database structures (most probably relational in nature), and new computer architectures designed initially for picture retrieval, and eventually for picture processing.

In the relatively long term we may expect some help from the computer in picture indexing and classification (the term of art is "Scene Analysis"), but now we must at least recognize that the floodgates of computer handling of pictorial data have opened, and that image automation is the third and newest wave of information processing.

WILLIAM R. NUGENT, assistant director
Automated Systems Office
Library of Congress

If technological developments in the information industry in the next 15 years continue past trends, they will be characterized by three things: more user friendly access; larger stores of machine-readable information; and quicker access to specific pieces of information. This will be true of library catalogs as well as all other indexes, databases, or similar compilations.

Larger stores of information

There will larger stores of machine readable information both as byproducts of the computer typesetting process and as a form of primary publication. As the speed of the computer increases and optical disc storage capabilities are used to pack data ever more closely, access to individual pieces of information will be quicker but more difficult intellectually. The major problem, then as now, will be how to tag the individual piece of data with a subject label that will allow users to identify it unambiguously and retrieve only what they want and can use.

User friendly access systems

Library catalogs will join other bibliographic databases in being available online in people's bedrooms, dens, and offices. Since no information professional will be standing by to help when users/clients cannot find what they want, online information systems will need more in the way of cross references, notes, and menus. Syndetic devices such as internal dictionaries of synonyms, automatic switching among networks of headings, automatic displays of hierarchical and related terms in the system should be transparent to the user. They should lead inexperienced searchers to the information they want without the searcher being aware of the effort involved. Perhaps an "inference engine" like the one we are told is a major component of Fifth Generation computers can be used for this.

Studies of users' online information seeking behavior should be used to identify "normal" information seeking paths and points at which the computer or other machine needs user input to choose among paths. Again, the "inference engine"capabilities of Fifth Generation computers can help, but the user should always be able to override the "standard" path.

Quicker access

A combination of natural language *full text* searching and searching on assigned index terms will be used for subject access to online databases. However, the size and structure of the database is an important determinant of the cost-effectiveness, efficiency, and accuracy of retrieval. In a database as large as that of a large public library, the total database will have to be divided into subfiles of manageable size (classified?) before a full text approach is used (if it is). These subfiles might be based on non-subject characteristics such as intellectual level of the material or length of the text. Thus, an interdisciplinary search would be possible, but a 10-year-old would not get a graduate-level text and someone wanting a short, popular overview would not get a lengthy primary source.

Back-of-the-book and serial indexes done by human indexers will be produced in both printed and electronic form with a single keying of the index headings. These may be merged into databases holding full text of the books or bibliographic records. Users will be able to use the online indexes to identify parts of texts that they need and then print out only those parts for later perusal.

Will the proliferation of machine-readable indexes to individual publications result in a mega-index in which all these indexes merge? I doubt it because of the problem of standardization of terminology. However, the ability to compare the efficiency of indexes online will lead to higher standards for indexes.

BARBARA M. PRESCHEL, indexer
Private consultant
New York, N.Y.

See July/Aug. *AL* for final lesson: "Subject Access Is User Access."

ala report

Wedgeworth declares intention to leave HQ post in July 1985

ALA President Brooke Sheldon opened the spring meeting of the Executive Board at 8:30 a.m. May 2 with all members present.* Within the first hour, Executive Director Robert Wedgeworth formally announced that he will terminate his tenure at ALA in July 1985 (see box).

Wedgeworth, who was appointed to the post August 1, 1972, will be 48 on July 31, 1985. He had told the board orally last spring that he was considering leaving on that date, and this year he had scheduled an executive session May 2 at 4 p.m. so that the board could discuss a search for his successor privately.

Jane Anne Hannigan immediately proposed the meeting be open because membership is concerned with the process and there should be no mystery. Lynch read the ALA policy on open meetings. Josey, Farley, and Curley felt that since Wedgeworth requested a closed session he should have it, but the Executive Director himself said he had no secret information to impart. The board voted to open the 4 o'clock meeting.

At that two-hour session, Margaret Chisholm suggested the board needed a specific time frame. Past President Carol Nemeyer said the board would have to decide if the executive director should be a professional librarian and if a "head-hunting" firm should be employed. Vice-president E. J. Josey said the executive director should certainly be "from our profession." Hannigan proposed asking Council, units, and staff for their views on the position.

After discussing some of the Association's needs, the board assigned specific tasks to be completed for its next meeting in Dallas. The board's Administrative Committee, headed by Sheldon, is to develop appropriate documentation on the position, including a job description, and prepare a timeline for action. Personnel Committee Chair Judith Farley is to prepare data on search firms. Summers, Chisholm, Hannigan, Lynch, Curley, Minudri, and Snider are each to prepare at least one model on the search process.

Management and finances

Wedgeworth presented his management report to the board at its first meeting. As of March 31, ALA membership totaled 31,898, slightly less than the 32,075 of the previous March, he said. In the first year of the new organization dues schedule, organization members total 2,385, about 11 percent behind last March. Overall, Wedgeworth reported, ALA is projecting a positive balance of $108,000 at the end of fiscal 1984 (Aug. 31), compared to the budgeted $18,225.

Total revenues of $5.9 million are $354,000 lower than the pro rata budget but $112,000 ahead of last March. Total expenditures of $5.4 million are $220,000 lower than the pro rata budget.

As of March, 31 of the 35 new life members are fully paid at $1,500, yielding $47,000 added to the endowment. Another $2,000 for the endowment came from the dues check-off box on the renewal form.

The executive director also reported that the ALA Washington Office renovation is almost completed and that the new order billing system is now operating at Headquarters.

Jan Keene, chair of the Committee on Program Evaluation and Support (COPES) told the board COPES had reviewed the initial budget presentation for fiscal 1984–85 with Silas Wilson, the new ALA controller. COPES tentatively approved the budget ceiling of $9,461,081, less the amount included based on a $5 increase in registration fees at the 1985 Midwinter Meeting. COPES did not recommend raising the fees in a year members are being asked to increase their dues.

Staff salary adjustment

COPES expressed concern about the problems of controlling staff salary increases under the Hewitt plan adopted last October. According to recent staff evaluation, "90 percent of the staff walks on water," Keene remarked. It would be better if the increases clustered around the middle, she said, "though we understand ALA has a number of excellent people here." COPES favored the average salary increase of 5.6 percent for the current year as recommended by Hewitt.

Judith Farley, chair of the Personnel Committee, recommended the average increase be 6.6 percent to benefit staff morale, and said evaluations are expected to become

* Vice-president E. J. Josey, Treasurer Herbert Biblo, Executive Director Robert Wedgeworth, Immediate Past President Carol Nemeyer, Margaret Chisholm, Jane Ann Hannigan, Judith Farley, Regina Minudri, David Snider, F. William Summers, Arthur Curley, and Beverly Lynch.

Just one more year, Wedgeworth tells Executive Board

The following is a transcript of Executive Director Robert Wedgeworth's oral statement to the ALA Executive Board May 2, 1984.

"Last spring I indicated to you that in reviewing my tenure with the Association it had been my preference for a three-year contract, but that the board had prevailed upon me to accept a five-year contract ending in July 1985. I reviewed my career with the Association at that time and said I felt extraordinarily lucky to have been executive director during that period. Beyond luck and fortuitous circumstances, I think that I have contributed substantially to the success of the Association during that period.

"I would recall specifically to the Board's attention that personal membership reached an all-time high in 1983; we reversed many of the political problems that were affecting the Association when I came in 1972; the Association has a more varied and democratic decision-making structure; and the financial strength of the Association is apparent to auditors and bankers if not so apparent to the members. We have financial problems, but they are problems that can be resolved with effective management of the Association.

"Our public image looms larger than ever in the opinion of library leaders, government officials, and the general public. We are very proud that ALA Headquarters is a model among the association headquarters here in Chicago.

"During that meeting last spring I indicated it was not my intention to seek an extension or a renewal of my contract. I have been counseling with the Board in regard to that and I expect [to continue] to counsel with the Board . . .

"I expect to announce my intention to the Membership at the Annual Conference in Dallas. I believe it's important to note that I will provide whatever initial guidance is desired when the Board begins to discuss a search for a new executive director. I will stay on at work every day, exercising all the rights and privileges of the executive director and . . . help search for and train my successor. I will take appropriate measures to distance myself from the search process as you may ultimately define it."

ALANET welcomes personal members

ALANET, the Association's electronic mail and information service, is now open to all personal members of ALA as well as any library, supplier, or other organization.

At Annual Conference, System Manager Joel Lee will provide demonstrations and training in the use of ALANET at Booth 855 in the ALA Professional Exhibit Center in the Dallas Convention Center. Special conference promotionals will be available to all.

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more stringent under the new plan and training.

The board voted to refer the salary adjustment item back to the Personnel Committee, the Finance and Audit Committee, and COPES for a single recommendation at Dallas.

On other personnel items, the board extended life, health, and disability insurance to permanent part-time employees on a prorated basis, and adopted Jan. 15, the birthday of Martin Luther King, Jr., as an additional staff holiday beginning in 1986.

Development Office proposal

At the board's request, consultant Theodore Waller presented a 9-page feasibility study on the creation of a Development Office at ALA.

Most of some 50 people interviewed, Waller reported, felt that such an office, "appropriately structured and staffed, would generate project and other funds that would significantly enhance the Association's resources."

The board accepted the report, approved a four-phase outline for creating a development office, and asked management to provide a plan for implementation at the fall board meeting.

AASL future structure

Regina Minudri, chair of the subcommittee appointed to respond to the problems outlined by the American Association of School Librarians Future Structure Committee (*AL*, May, p. 282), reported some progress. Minudri said the group is working toward a primary meeting with an AASL subcommittee at the Dallas conference. A matrix of key points is being prepared and a facilitator may be selected.

Long-range planning

Carol Nemeyer, chair of the board's Directions and Program Review Committee (DPRC) reported May 3 that the extended committee met with Nancy Bolt and Bonnie Juergens, representing the divisions; Gerald Shields and Bill DeJohn of the Planning Committee; and Sheldon, Josey, and Wedgeworth May 2 to define the process for the long-range planning requested by the units at their Midwinter preconference.

The board approved the group's recommendations:

- Sheldon will appoint a Process Planning Group including the following representation: divisions (2), round tables (1), COPES (1), COO (1), and the Exec Board (DPRC). The Process Planning Group is authorized to employ a facilitator to guide ALA through the process.
- The Budget and Planning Assembly will act as the steering committee.
- The executive director will appoint a

(Continued on p. 448.)

Nettie B. Taylor, Warren J. Haas, and Carolyn S. Peterson among top ALA award winners

Among the awards to be presented at the 1984 ALA Annual Conference in Dallas are:

Lippincott: Nettie Barcroft Taylor

This year's citation for the $1,000 Joseph W. Lippincott Award reads: "Nettie B. Taylor has mastered the art of gentle persuasion and has used it effectively to advance library service in her state, her profession, and her nation. ... Her insistent advocacy for school libraries and school librarians will long be felt in the pursuit of excellence in education." Taylor has been assistant state librarian in Maryland since 1960.

Dewey: Warren J. Haas

"In his long and distinguished career, Warren J. Haas has made major contributions in those areas of greatest concern to Melvil Dewey—library management, library training, and bibliographic control," says the citation for the 1984 Melvil Dewey Medal. A former library director at the University of Pennsylvania and Columbia University, Haas has been president of the Council on Library Resources since 1978.

Grolier: Carolyn Sue Peterson

"Carolyn Sue Peterson has made it her life's work to encourage adults to provide children with unlimited story experiences," the $1,000 Grolier Foundation Award citation reads. "Her innovative methods of recruiting thousands of adults to encourage children to enjoy reading are gaining wide use in public libraries and parent education projects around the country." Head of the Children's Department of the Orlando (Fla.) Public Library, Peterson has produced two films and launched a publishing imprint.

Beta Phi Mu: Jane Anne Hannigan

"For her persistent commitment to the ideals of excellence in teaching, her distinguished work as author and researcher, and her continuing dedication and devotion to the library profession and the future well-being of her students, the Association presents its Beta Phi Mu Award to Jane Anne Hannigan," the citation states. Hannigan is a professor of library science at the Columbia University School of Library Service.

H. W. Wilson: *Colorado Libraries*

The "attractive, appealing design" makes *Colorado Libraries* "a publication of which the Colorado Library Association can justly be proud," says the citation for the $500 H. W. Wilson Library Periodical Award.

Jones-World Book-ALA: Minnesota L.A.

The Minnesota Library Association won a $5,000 J. Morris Jones-World Book Encyclopedia-ALA Goal Award for the project "Building Ad Hoc Coalitions for the Public Good."

Howard-World Book-ALA: New York L.A.

The New York Library Association won a $5,000 Bailey K. Howard-World Book Encyclopedia-ALA Goal Award for its Membership Software Database.

H. W. Wilson Staff Development: Prince George's County, Md.

Prince George's County Memorial Library System, in the Washington, D.C., metropolitan area, won the $2,500 H. W. Wilson Co. Library Staff Development Grant.

Putnam: Virginia Boucher

The Herbert W. Putnam Honor Fund awarded $500 for travel, writing, or any other use to Virginia Boucher, head of Interlibrary Cooperation at the University of Colorado/Boulder Libraries, in recognition of her distinguished career in the development and promotion of interlibrary loan services.

ALA Equality Award: Margaret Myers

The Scarecrow Press, Inc., $500 ALA Equality Award was awarded to Margaret Myers, director of ALA's Office for Library Personnel Resources. "With vision, skill, and absolute integrity, Myers has consistently focused on current needs and interests of the profession in the area of employment issues and equality of opportunity for both men and women librarians," the citation reads.

Gale: Harvin Clarendon County, S.C.

For demonstrating excellent planning and innovation in sponsoring a $290,000 drive to build a new public library in a poor area, the Gale Research Company Financial Development award of $2,500 goes to the Harvin Clarendon County Public Library. "Leaving no stones unturned, the library carefully assigned creative, ambitious tactics to various segments of the population and involved the total community," the citation says.

David H. Clift Scholarship:

$3,000 to Maggie Fernandez, Cambridge, Mass.

Louise Giles Minority Scholarship:

$3,000 to F. Nell Thomas, Evanston, Ill.

Frederick Winthrop Faxon Scholarship:

$3,000 and a 10-week internship at the F. W. Faxon Co., Westwood, Mass., to Charis Bacheller, Newberg, Ore.

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This June, McFarland hardly knows whether to advertise its books or ring the firebell for information aflame. We refer to that hot commodity ever more being "marketed" by librarians. Underpaid professionals understandably accept salary doublings to go to work for for-profit outfits; steadfast librarians understandably imitate corporate successes and ogle fees as ways to make libraries thrive. It's a terrible problem. Libraries must *give* information.

McFarland's hottest current books, with good reason, are *Dying to Please: Anorexia Nervosa and Its Cure*, by Avis Rumney ($13.95; "A gem...succinctly synthesizes...cogently explains"—*Booklist*; "elegant and effective style"—*Transactional Analysis Journal*) and *Junior Broadway: How to Produce Musicals with Children 9 to 13*, by Beverly B. Ross and Jean P. Durgin ($13.95; "Highly recommended"—*Library Journal*; "spunky detail"—*Booklist*).

Also tops from McFarland are the late psychical researcher Louisa E. Rhine's last book, *Something Hidden* ($22; a surprisingly intimate and "touching autobiographical/biographical account...for the first time fully from the Rhinean viewpoint"—*Library Journal*; "clearly and simply written"—*Choice*) and *Television Comedy Series: An Episode Guide to 153 Sitcoms in Syndication*, by Joel Eisner and David Krinsky (880pp., $49.95; a blockbuster, fully indexed).

Another terrific idea-book from McFarland, Gayle Vinyard's *Super Treasury of 300+ Activities, Games, Arts and Crafts* ($15.95), gives handy details on quickly-put-together, rainy-day games for children and young people, using cheap or free common materials. A small price for 238 pages of good humored creativity, dandily illustrated on every page.

Jana Varlejs' *The Right to Information* (McFarland, $9.95) covers borrower privacy, librarians under subpoena, electronic publishing, the implications of paid-for facts, federal policies, and so on. From the book: "In the medical sciences, it has been proposed that a coin-operated pacemaker would be the best cost-recovery system." Librarians, be wary!

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staff team on the long-range plan.

Publishing Committee

Chair Robert Stueart presented the Publishing Committee Report, including the newly written goals and objectives of ALA Publishing Services. The goal is: "To publish a broad range of timely and affordable materials of high quality in a variety of formats for library and information professionals and for library use."

In fulfilling the goal, Publishing Services "balances services to ALA members and to other library and information communities so that Publishing Services is efficiently managed *as a publisher*," the statement says.

The Publishing Committee discussed the need for a revised edition of the 1980 *ALA World Encyclopedia of Library and Information Services*, edited by Robert Wedgeworth. The committee supported Associate Director for Publishing Services Gary Facente's plan to publish a second edition in 1986 edited off premises by Wedgeworth at a royalty of five percent of sales.

In an executive session, the board agreed it could not approve the proposal with respect to the Wedgeworth royalties because of the Association's conflict of interest policy. (Publishing Services is now working on alternative arrangements.)

Intellectual freedom

Intellectual Freedom Office Director Judith Krug introduced Robert Peck, of the American Bar Association (ABA). Peck invited ALA to become a participant in planning and executing a nationwide commemoration of the bicentennial of the U.S. Constitution in 1987. ABA's goal is to create an understanding of the guiding principles of our country.

"There'll be no tall ships," Peck said, but he promised a PBS television series, complementary radio and press features, community forums, seminars, and symposia. Peck assured the board that the bar association needs no financial contributions, but solicits ALA help in planning and implementing the community forums, preparing reading lists, and translating the project to young people.

The board unanimously voted to participate in the bicentennial.

Krug also told the board that the Center for National Security Studies would like to list ALA as a sponsor of a conference on the Free Movement of People, Information, and Ideas Across the American Border, to be funded by ACLU. The board approved ALA participation.

International Relations

The International Relations Committee (IRC), chaired by Past President Thomas Galvin, asked the board to initiate negotiations leading to resumption of the Soviet-U.S. Librarians' Seminars. The committee said it prefers the structured seminar format used in 1979 to less formal group tours, and added, "full reciprocity must be an essential

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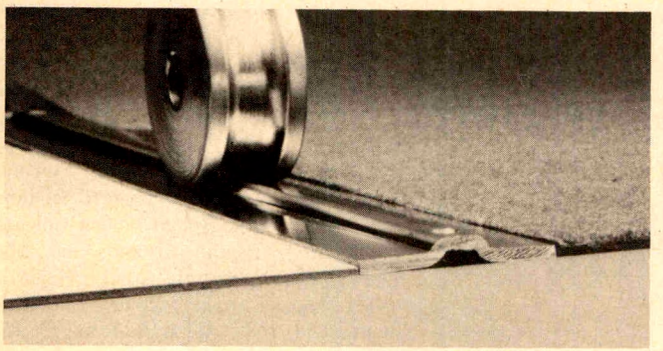

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element in any future U.S.-Soviet exchange program."

Biblo moved that the ALA president and the IRC chair approach the Soviet delegation at the next conference of the International Federation of Library Associations and Institutions to make the Soviets aware of ALA's new posture. The board unanimously endorsed the motion.

Ann Weeks, executive director of the Association for Library Service to Children, summarized the history of the International Board on Books for Young People (IBBY), the U.S. Section of IBBY, and the Friends of IBBY.

For the last three years, the Friends, the Children's Book Council, and ALSC have been working to combine the Friends with the U.S. Section. Weeks asked the board to approve the bylaws for the reconstitution of the U.S. Section, which will begin at ALA Annual Conference. The board unanimously gave its approval.

Pay Equity Commission

Vice-president Josey presented his proposal to set up an ALA Commission on Pay Equity to increase visibility of the issue as it affects librarians. He intends to appoint 11–14 members to hold an initial meeting in Dallas June 26, 6–8 p.m.

The commission, which has won the approval of all women's groups in ALA, will assess ALA activities and policies on pay equity, review the literature, develop specific activities for ALA conferences, and recommend ALA action.

Other board actions:

- The Executive Board extended to Julie Virgo the collective thanks of the ALA officers and membership for the high quality of professionalism and dedication she has given to ALA in her staff leadership role.
- The Executive Board fall meeting was scheduled for Oct. 24–25, 1984. □

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In memoriam: ALA members recently deceased

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Kans., Martha Ann Jones, Dayton, Ohio, Dan M. King, Owensboro, Ky., Anna A. Kosek, Racine, Wis., Elizabeth Krendel, Oxford, Pa., Richard E. Krug, Milwaukee, Wis., Harold Lancour, Weston, Vt., Susan J. Lieberman, State College, Pa., Esther Mardon, Sacramento, Calif., Nellie E. McKnight, Ellington, Conn., Ketha J. McLaren, Hamilton, Ont., Sylvia Merritt, Los Angeles, Calif., Gertrude D. Mills, Seattle, Wash., John L. Mish, New York, N.Y., Mary E. Morris, Cullowhee, N.C., L. Quincy Mumford, Washington, D.C., Layton B. Murphy, Austin, Tex., Clara E. Nasholm, Milwaukie, Oreg., Andre S. Nielsen, Bella Vista, Ark., Grace M. Oberheim, Tucson, Ariz., Eli M. Oboler, Pocatello, Idaho, Margaret Laura Peters, Cleveland, Ohio, Annette L. Phinazee, Durham, N.C., Esther Pierson, Chanute, Kans., Amy Polczynski, Elm Grove, Wis., Elnora M. Portteus, Kent, Ohio, Charlotte K. Post, Elkhorn, Wis., Jane Pulis, Berkeley, Calif., Mary B. Reynolds, Racine, Wis., Grace D. Robertson, Knoxville, Ind., Barrie J. Robinson, Kingston, Ont., Bernice L. Rock, St. Petersburg, Fla., Margaret C. B. Salsich, Tryon, N.C., Bruce K. Schmidt, Southfield, Mich., Royal J. Schmidt, Maywood, Ill., Esther Schwartz, Peoria, Ill., Edith Scott, Washington, D.C., Robert E. Scudder, Philadelphia, Pa., Katharine Abigail Shorey, York, Pa., Charles E. Sims, Sr., Topeka, Kans., Raymond W. Smith, Binghamton, N.Y., Martha Stewart, Oakmont, Pa., Maud I. Stull, Laguna Hills, Calif., May Tangen, Ft. Dodge, Iowa, Charlotte M. Tiplady, Roanoke, Va., Agnes M. Tomlinson, Perry, N.Y., Louise Trotti, Decatur, Ga., Richard Trueswell, Amherst, Mass., Reta Van Straaten, Menlo Park, Calif., Rebecca L. Vogel, Seguin, Tex., Katharine Wohl Waldhorn, Ypsilanti, Mich., Margaret L. Wallace, Crown Point, Ind., John C. Wecker, Los Angeles, Calif., Pauline K. Whalen, San Diego, Calif., William F. Wheatley, New York, N.Y., Carl M. White, Santa Barbara, Calif., Jean E. Wichers, San Jose, Calif., Florence Wilkie, Asheville, N.C., Irma M. Woods, Des Moines, Iowa, Sadie Lee Walton Yette, Montgomery, Md., Marjorie A. Zumstein, Lafayette, Ind.

CLENE, newest ALA round table, seeks members in 1984

If you are a staff development officer, training officer, library educator, workshop provider, consultant, or continuing education coordinator, CLENE can help you. The Continuing Library Education Network and Exchange (CLENE) Round Table, established by Council as ALA's newest unit at Midwinter in January, conducts workshops at all levels of continuing-education needs.

The new round table has organized a preconference workshop, "Orchestrating and Conducting Conference Programs," to take place Friday, June 22, 8:30 a.m.–3:30 p.m. at the Sheraton Hotel Trinity Room. Instructors are Margaret Irby Nichols and Syd Popinsky.

That evening the CLENE Round Table executive committee, chaired by John E. Hinkle, will meet in the Sheraton Hotel Executive Board Room from 8 to 10 p.m. At the same hour, the round table and the National Council on Quality Continuing Education will meet in the Hyatt Regency Executive Room.

For ALA personal members, CLENE dues for the remainder of 1984 are $15. Institutional dues are $50 for budgets under $100,000 and $100 for budgets over $100,000. The dues for sustaining members are $200. Address the CLENE Round Table, ALA, 50 E. Huron St., Chicago, IL 60611.

Added entries at Annual Conference

- The Junior Members Round Table invites library school students to a reception Sunday, June 24, 5:30–7 p.m., at the Community Showcase in the Dallas Public Library.
- Lester Asheim of the University of North Carolina/Chapel Hill will be honored at an open reception Sunday, June 24, 5:30–7:30 p.m. in Grand Ballroom A of the Adolphus Hotel. The library schools of the University of North Carolina and the University of Chicago are sponsoring the reception on the occasion of Asheim's retirement and

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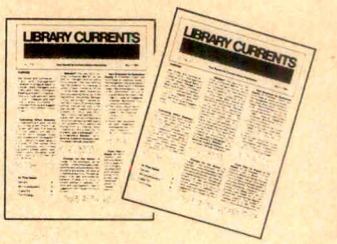

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Bob Alvarez, Library Administrator's Digest

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his election to ALA Honorary Membership.

● The Library Administration and Management Association Circulation Services Section is reorganizing as the Systems and Services Section. A new Circulation Services Committee has been formed within SASS and plans to hold two discussions. The first will be held Saturday, June 23, 2–4 p.m. at the Grenelefe Hotel State Room; the second on Monday June 25, 9:30–11 a.m. at the Fairmont Hotel Royal Room. Robert Allen Daugherty chairs the committee.

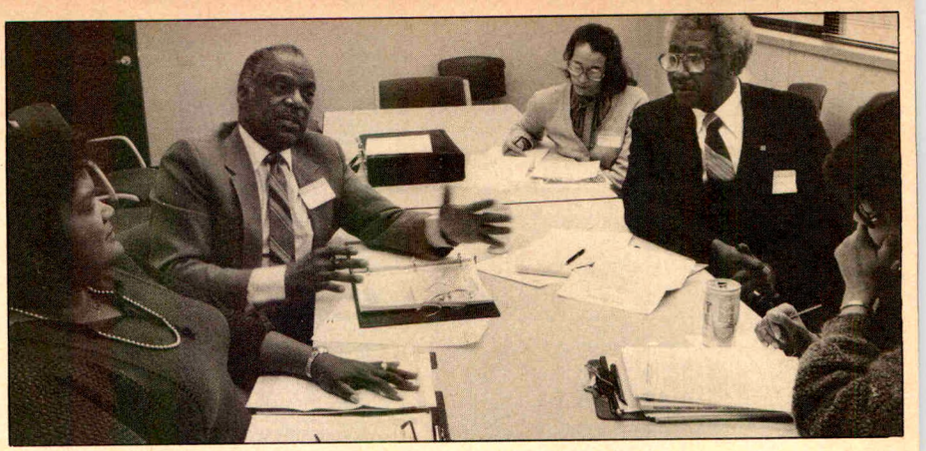
JoAn Segal appointed new director of ACRL

Executive Director JoAn S. Segal of the Bibliographic Center for Research (BCR) in Boulder, Colo., will become executive director of the Association of College and Research Libraries at ALA Headquarters Sept. 1.

Segal, 53, began working for BCR in 1978 as resource-sharing program manager, then interim director and, since 1980, as executive director.

After earning a BA in library service at Rutgers University, Segal earned her MLS at Columbia and a doctorate in communications from the University of Colorado. She has worked in college, university, federal, and special libraries, written numerous periodical articles, and taught courses in networking, microcomputers, and telecommunications.

Segal succeeds Julie Carroll Virgo, who resigned June 30 to join a management consulting firm.



Literacy groups join forces at ALA

Meeting at ALA Headquarters recently were representatives from the Assault on Illiteracy Program (AOIP) and the ALA-coordinated Coalition for Literacy (CL), discussing areas of possible cooperation. Pictured from left are Violet Malone, chair of the CL Executive Committee; Benjamin H. Wright, AOIP Executive Director; Emille Smith, AOIP administrative coordinator; Calvin Rolark, president of the United Black Fund and an AOIP member; and Jean E. Coleman, ALA's CL coordinator. AOIP is a black-oriented grassroots movement concentrating on the problem of illiteracy in the black community. Black community newspapers provide special reading materials and tutorial assistance in collaboration with other community groups. Carrie Haynes of AOIP will represent the organization at the CL booth (663) in Dallas during the ALA Annual Conference.

Hot off the presses

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. For details, write Robert Hershman.

Computer-Readable Databases: A Directory and Data Sourcebook, ed. by Martha E. Williams. 2 vols., $157.50 set (0-8389-0415-7). *Science, Technology, Medicine,* 1 vol., $87.50 (0-8389-0416-5). *Business, Law, Humanities, Social Sciences,* 1 vol., $87.50 (0-8389-0417-3).

Her Way: A Guide to Biographies of Women for Young People, 2nd ed., by Mary-Ellen Siegel. 418 pages, $35 (0-8389-0396-7).

Magazines for Young Adults: Selections for School and Public Libraries, by Selma K. Richardson. 464 pages, $22.50 (0-8389-0407-6).

Reference Sources for Small and Medium-Sized Libraries, 4th ed., by Jovian Lang and Deborah Masters. 432 pages, $20 (0-8389-3293-2).

Research on Adolescence for Youth Service: An Annotated Bibliography . . . 1978–1980, ed. by Gerald Hodges and Frances Bryant Bradburn. 148 pages, $15 (0-8389-3297-5).

Unit offerings from 50 E. Huron

The Carnegie Corporation and the Development of American College Libraries, 1928–1941, by Neil A. Radford. (ACRL Publications in Librarianship, no. 44) 248 pages, $29.95 (0-8389-3295-9) from the Association of College and Research Libraries. □

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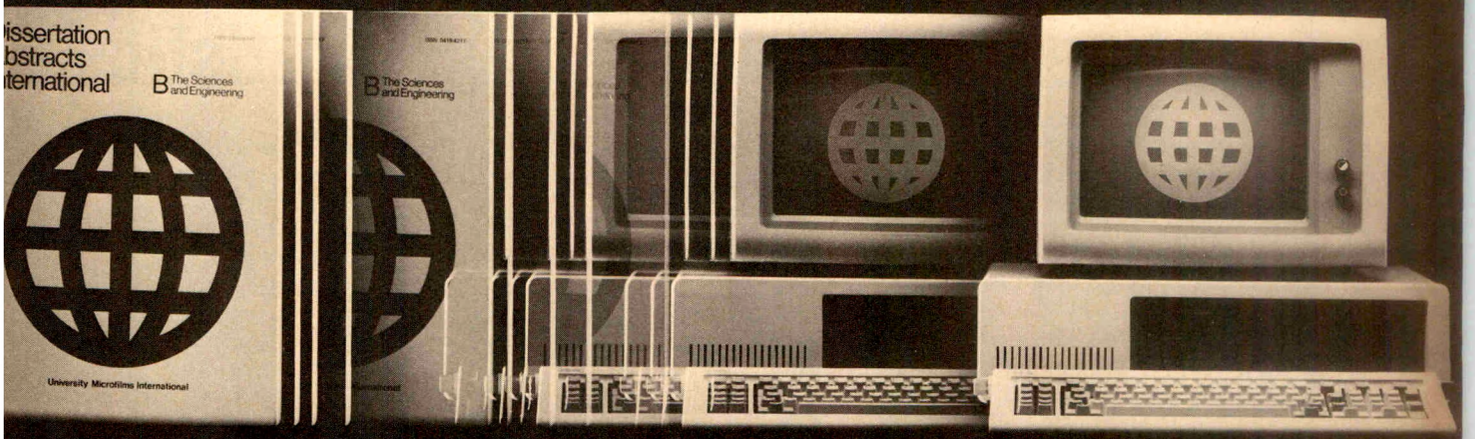

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software showcase

F.I.L.L.S.:

Fast Inter-Library Loans and Statistics

by Rya Ben-Shir

Ed. note: "Software Showcase" features announcements of microcomputer programs of special interest to library professionals. Software designers are invited to submit brief factual descriptions of their programs for consideration.

Inclusion of a product in this department in no way constitutes endorsement by ALA or any of its units.

INTERLIBRARY LOANS ARE ONE of the major, labor-intensive functions common to almost every library. F.I.L.L.S., a microcomputer program developed by a librarian and a systems analyst, provides a faster, more efficient method for filling out interlibrary loan forms and keeping related statistics.

F.I.L.L.S. was developed after the author attended a Medical Library Association conference and realized that little inexpensive software was available to automate the interlibrary loan function. Jim Hees, a systems analyst who was helping the MacNeal Hospital library automate, offered to design the software and include a number of features that had impressed him in costly database-management software packages.

Several features distinguish F.I.L.L.S. from other ILL programs. Unlike other ILL software, F.I.L.L.S. does not require a database management software package to activate it. This means 1) a savings of $400–$700 for the database management software, and 2) greatly simplified loading-up by simply placing a disk in each disk drive rather than switching disks repeatedly (as one would with database management software used in conjunction with ILL software).

Another distinguishing feature is that F.I.L.L.S. is designed to be used by either clerical staff or professionals. When libraries automate a function it often becomes more complex, requiring a librarian to perform a task formerly done by a nonprofessional. Its menu-driven format makes F.I.L.L.S. simple to use. The program and its 70-page, illustrated user's manual have been thoroughly tested by secretaries, professionals, and volunteers using the manual as the only source of instruction. After reading the user's manual, the startup period to begin using F.I.L.L.S. as an active library tool is a single day, often less.

Rya Ben-Shir is manager of the Health Sciences Resource Center at MacNeal Hospital in Berwyn, Ill.

Time savings

Saving staff time was a primary objective in the design of F.I.L.L.S. In time-and-motion studies comparing F.I.L.L.S. to the usual method of typing out individual interlibrary loan requests, the program saved 40 percent of the time devoted to this complex, time-consuming clerical function. This savings is accomplished in several ways. For example, each periodical or library address requested through F.I.L.L.S. is assigned a unique number. The next time that periodical or library address is needed, it can be called up by simply typing that number. The ALA interlibrary loan form appears on the screen with the saved information (periodical title, library address, your library address, etc.) already inserted into the proper locations. This information is then automatically printed in full on pin-feed interlibrary loan forms.

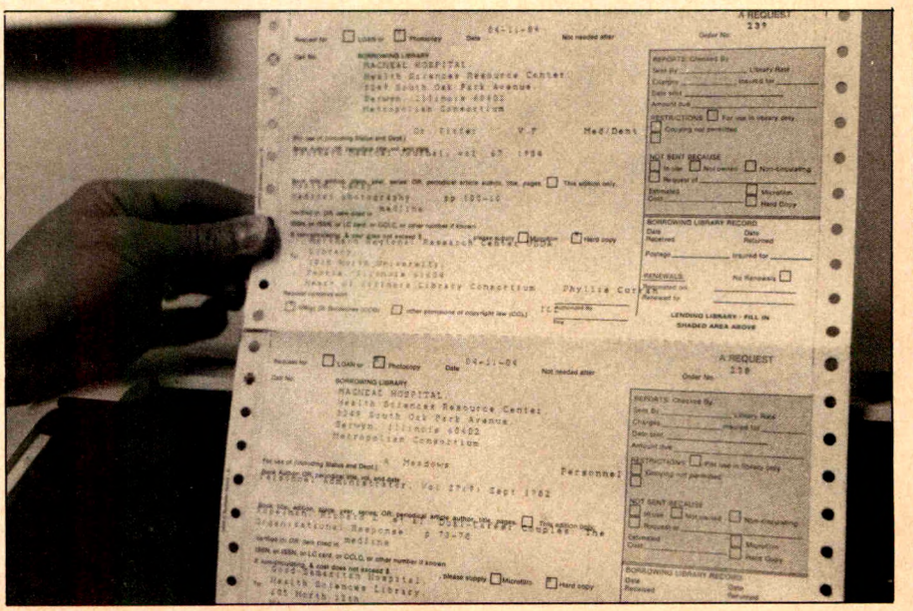
Several important statistical reports can be easily generated using F.I.L.L.S. At the strike of a key, nine preprogrammed reports are available:

- Alphabetical periodical title lists
- Alphabetical library addresses lists
- Number of requests per periodical title
- Total cost charged per periodical title
- Number of requests per library
- Average return time per library
- Percentage fill rate per library
- Total average cost charged per library
- Outstanding loan report

The reports enable librarians to keep track of the number of times each periodical title is requested, which libraries are being asked for loans too often, which libraries provide the fastest and slowest service, which loans are pending and taking too long to arrive, and more. This information allows librarians to manage their resources more effectively.

Cost and system requirements

F.I.L.L.S. is designed to rapidly print on the ALA-approved four-part continuous pin-feed interlibrary loan forms. IBM PC and XT versions of the program are available. The IBM PC version requires at least 64K with two disk drives (single- or double-sided). The IBM PC version has been tested and is compatible with the M-300 OCLC workstation. F.I.L.L.S. will support those printers that take pin-feed paper and are capable of printing 10 characters per inch. The program costs $295 plus $10 shipping. For more information about F.I.L.L.S. contact Rya Ben-Shir at MacNeal Hospital, Health Sciences Resource Center, 3249 South Oak Park Ave., Berwyn, IL 60402. The telephone number is 312-795-3089. □



An interlibrary loan form generated by F.I.L.L.S.

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An extraordinary history of immigration into America from 1789 to 1929.

Inspired by the enormous interest of Americans in their immigrant ancestry, Research Publications presents a new, 35mm microfilm collection, **The Immigrant in America.**

Drawn from the archives of the New York Public Library, the Balch Institute for Ethnic Studies Library, the Immigration History Research Center, and the University of Minnesota Libraries, this rare collection covers two major waves of migration in 1820 and the 1880's when 37 million people came to America. This elusive and fragmented history is now preserved for the study of American immigrants' contributions, as well as their persecution, adjustments and bitter disappointments.

The 6,000 title collection will encompass 10 units of 28 to 45 reels. Standing order price per unit is $1700 (15% below the individual unit price). Prices slightly higher outside U.S. and Canada.

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Not just a passing Phase

Not only has Data Phase arrived as a library automation "biggie," but now it dares ask customers, large and small, to think big

In January 1981, when *American Libraries* profiled CL Systems, Inc. (CLSI), Data Phase was mentioned as a sort of also-ran in the race for automated systems leadership. At that time, CLSI was grossing about $12 million a year and Data Phase was a five-year-old without even a portfolio of successful installations to move its sales along.

CLSI has continued to grow, as have several other library system vendors; but few have come of age quite as visibly as the Kansas-based Data Phase Corporation, now doing an annual volume of up to $9 million.

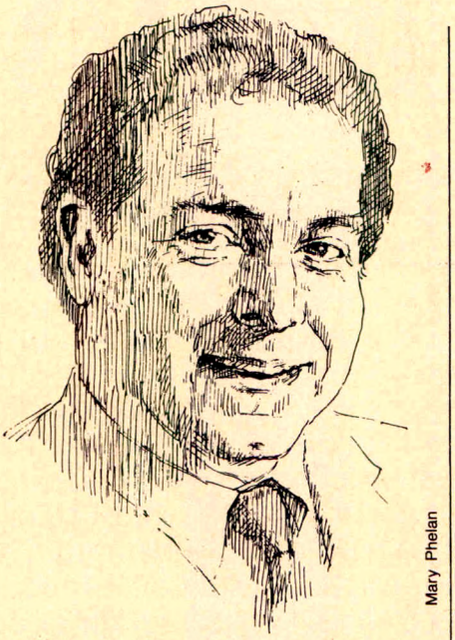
Part of that visibility can be attributed to its new president and CEO, Ronald J. Zazzara—about as hard a man to overlook as a pair of Kansas City tackles on the blitz. He is physically big, has big ideas, markets them in a big way, and of late is asking librarians to think big via "An Open Letter to the Library Community" appearing in the major library journals.

Although Data Phase has systems geared to serve all sizes of libraries, Zazzara is positioning the firm as a specialist in big circulation requirements, such as those of Orange County (Calif.), with up to 36,000 system transactions an hour, and the Chicago Public Library, with 88 branches serving the city's three million. Jobs this big also get big publicity when they run into trouble, as did the Chicago Public Library's $2 million circulation system last March. (It is still off schedule.) That goes with the territory.

Data Phase is visible in recent library news as well, notably for the 112-terminal ALIS III circulation system installed in the spectacular new Broward County (Fla.) Public Library (*AL*, May 1984), and for the public-access-catalog system it plans to introduce this month at the ALA Annual Conference in Dallas.

Let's automate, Pardner

One of Zazzara's boldest ideas, shared by Senior Vice President for Marketing Steve Weiss, is to come forth as a catalyst for library change rather than simply respond to the changes that come about without the firm's input. He calls this approach a "partnership" and says the entire Data Phase staff of 88 has had the word ingrained in their thinking.



Mary Phelan

Ronald J. Zazzara: seeking partnership

In the "Open Letter," the company said, "We intend to play whatever role we can to guarantee that the library community comes to the forefront and is on the leading edge of the information age."

American Libraries interviewed Zazzara and Weiss on April 10 in Chicago, curious to see how Data Phase planned to overcome the usual skepticism toward vendor "partnerships" shaping the library future.

"You studied psychology," we noted from Zazzara's vita. "Don't you think librarians might resist someone from 'outside' the profession telling them they're on the threshold of irrelevance?"

"Consider us as a developer of library technology," said Zazzara. "Technology can expand the reach of the library—make it more accessible. I think, from that point of view, we have a right to be a partner. If the technology is not allowed to develop, then the partnership fails."

Weiss added: "Simply as citizens we have a right to comment on something that affects society in the future. We really *feel* we're partners, based on a moral belief we have. Of course, we also want to make a living in this role, and we don't want to carry any big moral banners. But the fact is we'd rather see some 70 percent of the population as regular library users than today's 20 percent or so; and for that to happen, the library mission and its technology have to grow together."

"Still," we persisted, "don't you think it's a bit strong to play the Paul Revere of the revolution?"

Defending the company's "Open Letter," Weiss replied, "Anytime you can open a debate, start to develop a consensus, then it's immaterial whether you're leading or trailing the rhetoric. We knew the risk of running this letter and still thought it was worth it. If we get just a few good responses to publish, we'll be satisfied."

We talked further with the two officers about the partnership concept; but when Zazzara revealed he had made in-depth visits, with staff, to 63 libraries in the last 200 days, we immediately granted him honorary partnership as well as the coveted *AL* endurance medal and moved on to other questions.

We asked what the "Open Letter" had meant by its statement, "Data Phase is committed to help invest in, implement, and create demand for a new realization and relevancy of the libraries' capabilities and role in society." Is the privately held corporation, which "has never had an investment problem" for its own growth, now ready to start a foundation?

Not quite. Although Data Phase has awarded some modest commissions for studies of the library future, its investment is primarily in the corporation's research and development activities—some $4 million worth this year—toward better library technology.

"The technology must be user-friendly," said Zazzara. "How can we remove the paranoia about technology and get it used to broaden the information circle and

(Cont. on p. 458.)

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the library's role? How can we foster the interaction between technology and user? A lot of our investment as a corporation will be put right there in the next two years. Non-threatening use of library technology, with minimal effort, is the goal."

Zazzara said that in his corporate background, libraries were often the last resort for information; he would like to see them become the first resort not only for the business community, but for every segment of society, down to the last non-reader.

In general, he said, "we're involved 10 times as much as when I first came in. When we talk with librarians, we really talk about the next five to 10 years and how we can help partner the solutions.

"If the vendors don't come in and help do it," said Zazzara, "it will set the libraries back."

That's big talk, we suggested, even from a "partner" with some 68 big systems installed in about 800 library units and an independently incorporated users' group of about 70 library members.

But if thinking big means a new look at how big the library can be, Zazzara says he has no qualms. "Who else but the library," he asked, "can reach *everyone*?" —*Art Plotnik*

LINX approaches 100 members

In mid-April, the Faxon Co. announced 12 new library members of its LINX online serials management network, bringing the total number of users to 94. Faxon offers four LINX subsystems: database access, interactive check-in and claiming, routing, and (for groups of libraries) union list. Faxon (15 Southwest Park, Westwood, MA 02090) will exhibit at booths 301–305 at the ALA Annual Conference in Dallas.

Billions of bytes on a desktop

The enormous storage capacity of laser videodiscs is being put to use in a new bibliographic data system called BiblioFile. Desk-sized and self-contained, the system enables libraries to access the Library of Congress MARC database and an "Any Book" acquisitions database of more than a million English-language books and 20,000 publisher names and addresses. Library Systems & Services, Inc. (LSSI), which markets the system, states that its "cost-effectiveness is realized by comparison to online database services. BiblioFile can be searched and used an unlimited number of hours; further, there is no charge for public domain data removed or used for any application."

LSSI's MINI MARC cataloging system, which has used floppy diskettes, will now be available with the laser-disc configuration. The BiblioFile system and the Library Corporation's "Any-Book" system will be shown at Booths 349 and 1128-30 at the ALA Conference in Dallas. LSSI is at 1395 Piccard Dr., Rockville, MD 20850.

At ACRL: The 7-minute seminar

An innovative format for new-product introductions found favor at the April national conference of the Association of College and Research Libraries in Seattle. In an hour-long program, exhibitors were given seven-minute segments in which to describe latest offerings.

The H.W. Wilson Company announced that Wilsonline, its online system for Wilson indexes, will be available on Oct. 1. Other new products included the first of a series of business reference works from the editors of *The Economist; The Journal of Feminist Studies in Religion* from Scholars Press; database machines and remote processors for local library distributed networks from Carlyle Systems, Inc.; and the Library of Congress main catalog on microfiche from K.G. Sauer. A wireless packet radio system that connects terminals to computers in a local network without cable was being shown by the University of California Division of Library Automation.

Although some exhibitors felt the amount of "traffic" in the exhibition hall did not warrant their largest displays, most appeared satisfied with the ample time conference planners allotted for exhibits. —*S.E.B.*

Vendor briefs

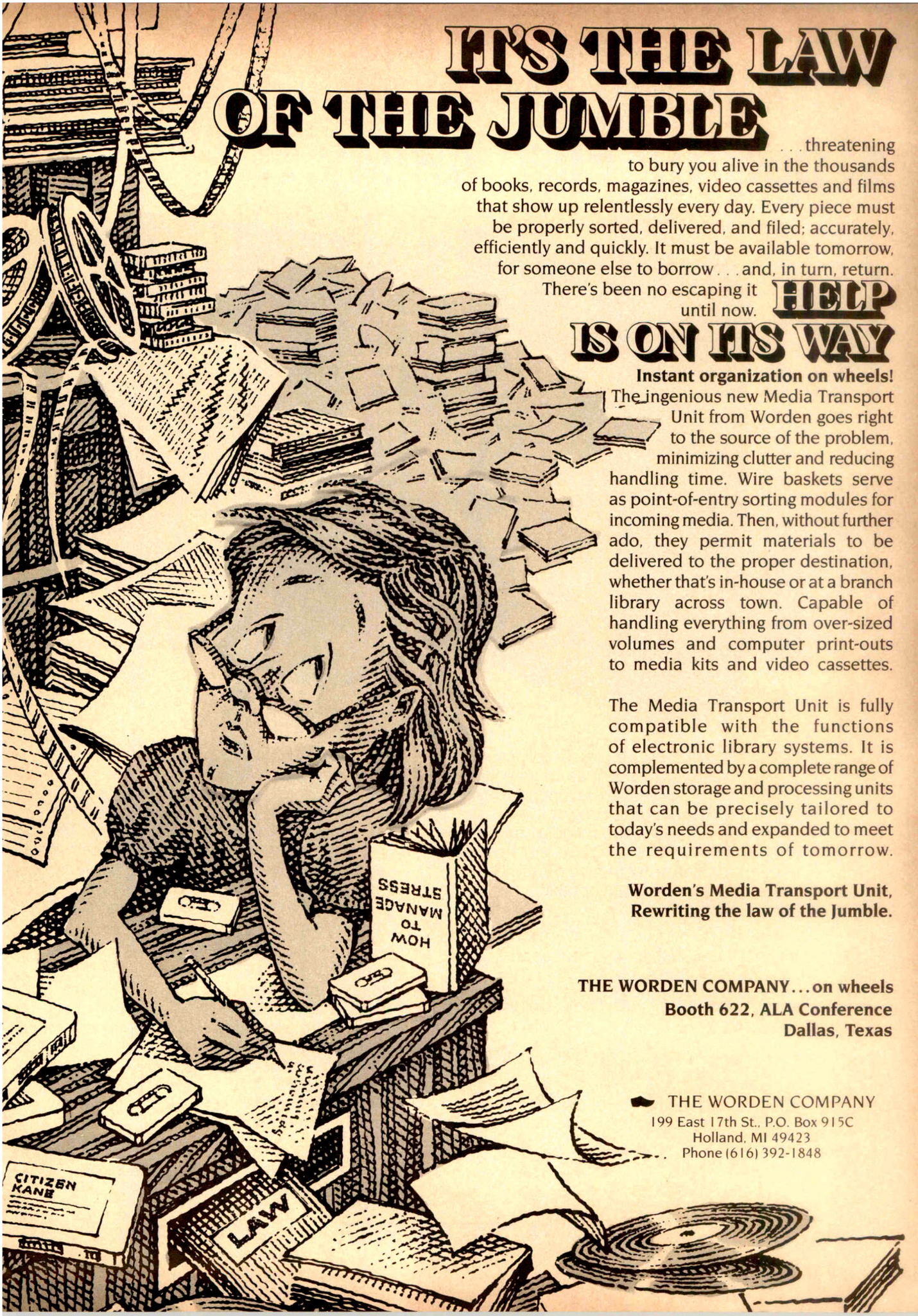
- Science Press will demonstrate a prototype of its automated library system at booth 619 of the ALA Annual Conference exhibits in Dallas. The firm is developing integrated library application programs to use with IBM hardware and Cullinet software.

- The Washington Library Network (WLN) is initiating a Microcomputer Consulting Service to advise on hardware and software needs and such projects as local area networking, file conversion, and training. Primarily for WLN members, the new service will offer the materials it develops to other libraries on a fee basis.

- "Spotlight OCLC," OCLC's annual report to the library community, is scheduled for Monday morning, June 25, at the ALA Annual Conference in Dallas. The open program will begin at 11:30 in the Sheraton Dallas Grand Ballroom and run until 1:30 p.m. A light lunch will be provided.

A long way from curtains and bedspreads

C.L. Systems, Inc., has fashioned a new 45,000-sq.-ft. headquarters facility out of a 1905 structure designed as a mill to manufacture curtains and bedspreads. Moving from Newtonville to West Newton, Mass., the firm has increased its space by 30 percent. President Richard Goldberg, citing a quadrupling of sales over the last six years for the in-house library automation system supplier, said the new space will permit even further growth. The April *Library Systems* newsletter, published by ALA, noted that CLSI "led the turnkeys with the largest number of installed and accepted systems (209)" at the end of 1983. Pictured above is the new computer room at headquarters.



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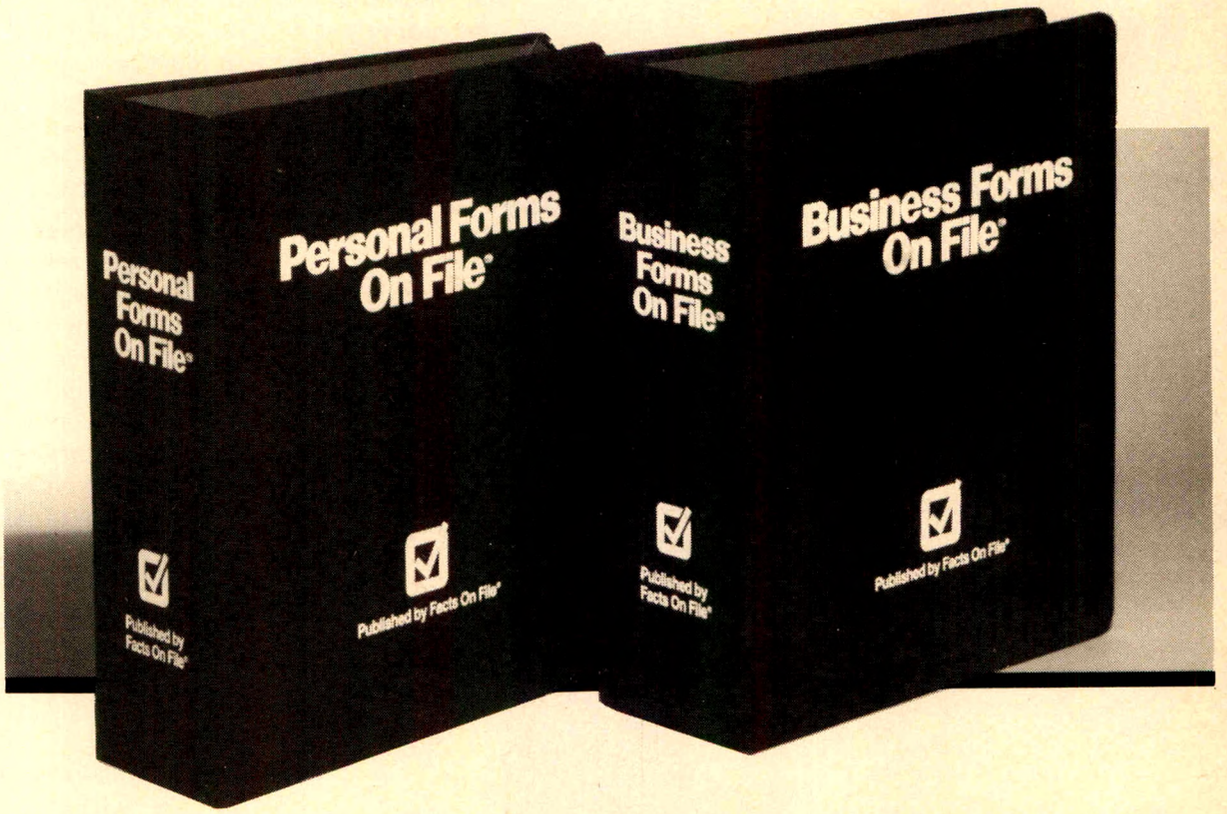

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video

Videodisc/Videotex magazine reports on research and developments in videodisc, optical disc, videotex, and related video technologies. The bimonthly journal features articles on videodisc and videotex applications in information storage and retrieval, communications, training, and entertainment, plus book and equipment reviews and a Videodisc Projects Directory that tracks ongoing projects in the public and private sectors.

Subscribers to the magazine also receive *Videodisc Update*, a monthly newsletter containing timely news, announcements, and interviews. Introductory rates are $145 for one year from Meckler Publishing, 520 Riverside Ave., Westport, CT 06880.

Vintage films and television programs available on videocassette are described in a free 119-page, illustrated catalog from Filmic Archives. Over 700 silent classics, comedies, musicals, dramas, foreign films, documentaries, and shows from the Golden Age of Television are offered in VHS, Beta, and U-Matic formats. Catalogs of Super 8mm and 16mm films and recordings of radio broadcasts and rare movie soundtracks are also available upon request. Filmic Archives, POB C, Sandy Hook, CT 06482.

Local history videocassette. "Pathways to the Past," a videocassette developed by the Bryant Library in Roslyn, N.Y., is designed to introduce audiences to the techniques and importance of local history and genealogy.

The story focuses on the new owner of a vintage house who sets out to learn about the former occupants and the history of the community. He uses the local library, the village hall, and other resources to discover old photographs, letters, newspaper clippings, and other documents revealing the background of his new home.

Narrated by folksinger Oscar Brand, the 15-minute videocassette comes with a 20-page, illustrated teacher's manual and activities booklet. $75 in VHS format or $85 in ¾-inch from the Bryant Library, Paper Mill Rd., Roslyn, NY 11576.

"Frontline," public television's weekly documentary series, is now being offered for sale or rental on videocassette to libraries and other educational institutions. The critically praised documentaries include "We Are Driven," a look at the darker side of Japanese labor relations; "Give Me That Big Time Religion," an examination of TV preacher Jimmy Lee Swaggart; "Bread, Butter, and Politics," focusing on hunger in America; and "The Mind of a Murderer," a two-part program showing how one of the men involved in the Hillside Strangler murders in Los Angeles nearly escaped punishment by convincing experts he had multiple personalities.

Each of the one-hour programs sells for $300 in VHS, Beta, or U-Matic; one-week rentals (in VHS and U-Matic only) are $90. PBS Video, 475 L'Enfant Plaza, S.W., Washington, DC 20024.

Chisanbop lessons. A 22-lesson course in Chisanbop, the simple calculation method based on the use of the fingers, is now available on a single videocassette. Each lesson is about six minutes long and presents a new facet of the system, to be followed by practice supervised by a teacher. The color VHS or Beta cassette, featuring nationally known Chisanbop teacher Margaret Perry, is $169.95 plus $4 shipping from Duncan Institute, 18 Duncan Dr., New Port Richey, FL 33552.

women

Women's groups in education organizations. *Report of 1981 Survey of Women's Issue Groups in Professional Educational Organizations* describes the results of a study to determine which organizations supported women's caucuses and committees during the 1970s and what was accomplished by them. For a free copy of the 12-page paper write Bernice J. Wolfson, Dept. of Curriculum and Instruction, University of Alabama in Birmingham, University Station, Birmingham, AL 35294.

Library services to women. *Women As an Underserved Population* is a slide/tape program to help librarians recognize and overcome stereotypes and barriers to providing effective library services to women. The 17-minute presentation identifies information and service needs of women from various walks of life and demonstrates simple, inexpensive ways of meeting those needs.

The 110 slides, audiocassette, and a transcript can be purchased for $50 from the Committee on the Status of Women in Librarianship, ALA, 50 E. Huron St., Chicago, IL 60611. The package is also available for two weeks' rental for $15 plus postage; send rental requests on an interlibrary loan form to the ALA Headquarters Library at the above address, allowing at least one month's notice to reserve a copy for a specific date.

A scene from the* Women As an Underserved Population *slide/tape program.

Women on campus. An Association of American Colleges Project on the Status and Education of Women serves as a clearinghouse for information on women as students, faculty, and administrators. The group's quarterly newsletter, *On Campus with Women*, features news on federal policy and legislation, court cases, sexual harassment, athletics, minority women, women in nontraditional careers, and other issues.

Subscribers to the newsletter also receive topic papers dealing with current issues involving women in the academic community. Past papers include what are claimed to be the first nationally distributed paper on sexual harassment in academe and the first comprehensive analysis of Title IX and discrimination against women in intercollegiate sports; the most recent paper addresses the issue of academic mentoring for women students and faculty.

One-year subscriptions at $15 for individuals and $25 for institutions, as well as a list of the project's other publications, are available from the Project on the Status and Education of Women, Association of American Colleges, 1818 R St., N.W., Washington, DC 20009 (0734-0141).

British women's biographies. Detailed biographies of over 1,000 notable women from Britain's past are collected in the *Europa Biographical Dictionary of British Women*. The book's scope encompasses queens, mistresses, and society hostesses, as well as women involved in literature, the arts, and other profes-

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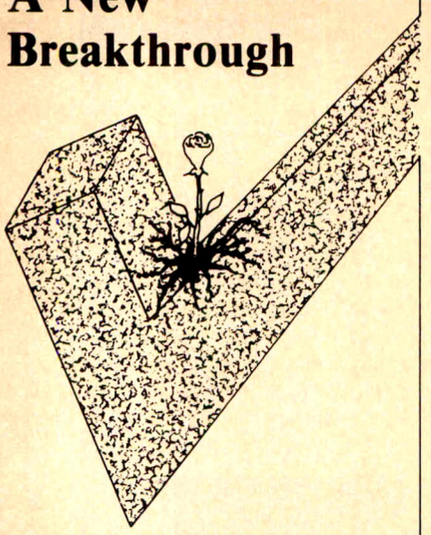

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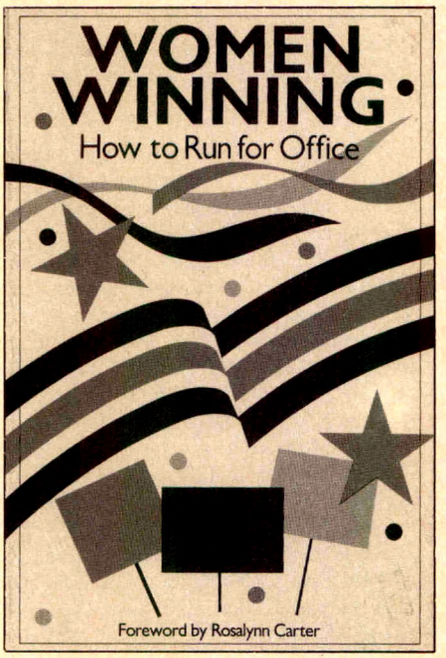
sions. The subjects range from prominent figures dating back to the Middle Ages through women who made their marks in the 20th century. Published by London's Europa Publications, the 436-page volume is distributed in the U.S. at $55 by Gale Research Co., Book Tower, Detroit, MI 48226 (0-8103-1789-3).



Campaign literature. *Women Winning* is a practical handbook for women on planning a political campaign. Written by Barbara M. Trafton, a Democratic National Committeewomen and six-year Maine legislator, the 164-page paperback offers tips on researching the election, developing a strategy, grass-roots organization, fund-raising, and other nuts-and-bolts aspects of running for office. $14.95 cloth, $9.95 paper from Harvard Common Press, 535 Albany St., Boston, MA 02118 (0-916782-45-X cloth, 0-916782-44-1 paper).

special libraries

Special libraries explained. *Special Libraries at Work* gives an overview of the field, particularly in the for-profit sector. Authors Elizabeth Ferguson and Emily R. Mobley direct their guide to new special librarians, administrators, library school students, and other library professionals who are not experienced in special libraries. The 206-page paperback is organized into an introductory portion giving a definition, history, and other background of special libraries; and sections dealing with the informational aspects, managerial aspects, new directions (including automation and networking), and professional aspects of the field. $21.50 cloth, $14.50 paper from Shoe String Press, POB 4327, Hamden, CT 06514 (83-25533, 0-208-01939-1 cloth, 0-208-01938-3 paper).

World Guide to Special Libraries is an international directory of approximately 32,000 special libraries of 3,000 volumes or more, following the format of the *World Guide to Libraries*. Libraries are listed by country within five subject categories: generalities (including library science), humanities and theology, social sciences, medicine and life sciences, and science and technology.

Each entry gives the library's address, telegram address, telephone and telex numbers, important special holdings and collections, statistics on the holdings, information on participation in loan programs and electronic information systems, and other details. A 271-heading index provides access by specialized subject to the main entries. 990 p., $120 from Gale Research Co., Book Tower, Detroit, MI 48226 (3-598-20528-7).

Hospital Library Management, edited by Jana Bradley, is a comprehensive guide to providing library services in hospitals. Opening chapters provide an introduction to hospitals and standards for hospital libraries. The remainder of the 412-page volume features essays on the selection, acquisition, and organization of library materials; information services; interlibrary loan, audiovisual materials; budgeting, personnel, promotion, and other management concerns; library services to patients and the community; and other topics. $67.50 from the Medical Library Association, 919 N. Michigan Ave., Chicago, IL 60611 (0-912176-15-6).

systems

Idaho libraries choose Easy Data. Five libraries in northern Idaho have contracted for the Easy Data Library System created by Sydney Development Corp., Vancouver, B.C. The Coeur d'Alene, Hayden Lake, Kootenai County, Post Falls, and Rathdrum libraries in Kootenai County will be linked in the Cooperative Information Network using a common database. The Cataloguing, Inquiry, and MARC Record modules will be installed first, followed by Circulation. Easy Data's integrated system uses Datapoint minicomputers.

Public library OPAC study. An 11-month study of online public access catalogs (OPAC) by staff of the Hennepin County (Minn.) Library has resulted in a 60-page report that lists 89 characteristics Hennepin County wants for an OPAC. Public and technical services staff took part in the study, which included demonstrations, conference attendance, site visits, and background reading. The report also includes a glossary, sample reading list, and list of desirable subject index terms. $7.50 prepaid from Hennepin County Library, Technical Services Division, 12601 Ridgedale Dr., Minnetonka, MN 55343.

NYPL Research Libraries go with Blackwell. The New York Public Library has installed Blackwell Library Systems' new PERLINE/BOOKLINE online acquisitions and collection management system in the Research

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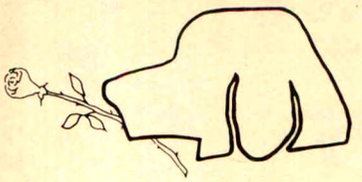

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Libraries. NYPL is the first East Coast and first public library to install the system, which offers locally controlled acquisitions without requiring a library to use a particular vendor. Users of PERLINE/BOOKLINE do not have to order through Blackwell. The system was purchased to handle The Research Libraries' 30,000 periodical subscriptions and 80,000 serials.

East Carolina picks LS/2000. East Carolina University, Greenville, N.C., has purchased software for OCLC's LS/2000 local library system for use in its J.Y. Joyner Library, Branch Music Library, and Health Sciences Library. SOLINET will create a local database of 250,000 records for the system from East Carolina's OCLC subscription tapes. The local system will operate on a minicomputer used by the three libraries and will support 21 terminals with a link to the OCLC union catalog database.

Subject searching in online catalogs. After analyzing data from the Online Catalog Project sponsored by the Council on Library Resources, Gary S. Lawrence and Joseph R. Matthews have concluded that online catalogs need a separate system interface for subject searching, in addition to those required for the usual modes of known-item, experienced user, and inexperienced user. They also suggest in a report of their analysis that subject searches should display the headings retrieved before displaying bibliographic records containing the headings. Copies of the report are available at no charge from the Council on Library Resources, 1785 Massachusetts Ave., N.W., Washington, DC 20036.

school media

Micros in media centers. *The Media Specialist, the Microcomputer, and the Curriculum* is a handbook on the planning, implementation, and administration of microcomputer learning programs in schools and media centers. The 197-page volume describes the media specialist's role in designing computer literacy programs for teachers and students in grades K-12. Among the topics covered are developing a philosophy for using microcomputers in schools, evaluating and selecting hardware and software, and writing bid specifications. Author Joanne Troutner also provides sample handouts and forms, case studies, a glossary, a selected bibliography, and lists of software distributors and grant sources. $19.50 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (83-22280, 0-87287-367-6).

Inabeth Miller's *Microcomputers in School Library Media Centers* is aimed at librarians, school administrators, parents, and community leaders, describing microcomputer applications in educational settings. The 182-page paperback contains information on software, hardware, installation, and programs, and discusses needs assessment, decision-making, training, networking, evaluation, and other topics. Appendixes offer sample survey and evaluation forms. $19.95 from Neal-Schuman Publishers, 23 Cornelia St., New York, NY 10014 (82-22361, 0-918212-51-0).

Outstanding Books *for the College Bound* gives bibliographic information, brief descriptions, and prices of approximately 600 titles to prepare high school students for college study. Compiled by Mary Ann Paulin and Susan T. Berlin from over 20 lists previously issued as pamphlets by ALA's Young Adult Services Division, the bibliography encompasses fiction, nonfiction, biography, theatre, and performing arts titles. Approx. 75 p., paper, $5.95 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (83-25714, 0-8389-3302-5).

Nonsexist supplemental titles. To counter what it considers sex-biased or sex-role stereotyped texts, the Center for Sex Equity at the Northwest Regional Educational Laboratory has compiled the *Bibliography of Nonsexist Supplementary Books (K-12)*. Organized by reading level, the 550 entries contain brief descriptions of each book's content and the gender, ethnicity, or nationality of the major character. Author, title, and subject indexes are included. 108 p., paper, $22.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (83-42838, 0-89774-101-3).

Children's Choices: *Teaching Reading with Books Children Like* describes ways to effectively use favorite children's books in the classroom. The nine articles, edited by Nancy Roser and Margaret Frith, suggest which books and poems to use, how to structure the classroom, how to encourage writing, how to encourage children's responses, and more. The 120-page paperback also features a compilation of seven years' of Children's Choices reading lists appearing annually in *The Reading Teacher*. $5 to International Reading Association members, $7.50 to others from the International Reading Association, Dept. BB, POB 8139, 800 Barksdale Rd., Newark, DE 19714.

instruction

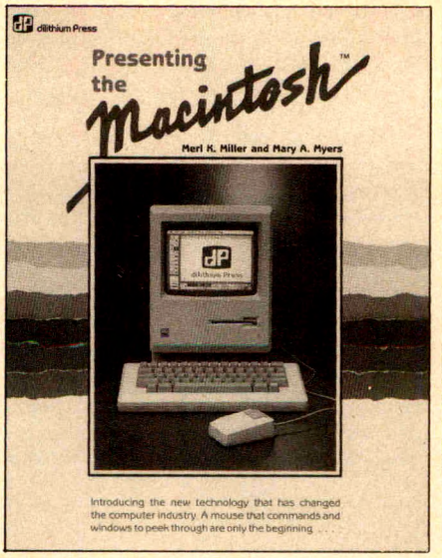
Guide to scientific research. *Literature Searching in Science, Technology, and Agriculture*, by Eileen Pritchard and Paula R. Scott, offers an overview of research tools for college students and librarians unfamiliar with scientific materials. Opening chapters introduce the types of literature, search preparation, and library use. Descriptions of major publications follow, arranged in subject sequence. Other chapters cover computer searches, guides to scientific literature, and bibliographic style. Appendixes list abstracts and indexes, selected journals, databases, and sources for reviews. 174 p., $29.95 from Greenwood Press, 88 Post Rd. West, Westport, CT 06881 (83-18471, 0-313-24068).

Library instruction workbook. *Research in Practice: A Workbook for the College Student* provides "hands-on" exercises in the use of the card catalog, subject headings, periodicals, microforms, government documents, reference sources, and other library materials. The manual also includes a section on the research process, dealing with the choice of a topic, the oranization of ideas, bibliographic format, and other aspects of writing a research paper.

The workbook was developed by Patricia Walsh and Hans van der Giessen, based on the one-credit research skills program required of all entering freshmen at the University of Bridgeport. 200 p., paper, $17.50 plus $1 shipping from Professional Services Publishing, POB 327, Redding Ridge, CT 06876 (0-933806-40-X).

Tools in the Learning Trade is a guide to general reference materials for college and advanced high school students. Author Barbara Currier Bell discusss dictionaries, synonym books, writing guides, one-volume encyclopedias, research guides, style manuals, calculators and computers, and handbooks for creative thinking. Each section gives criteria for selection and describes and evaluates specific publications. Also included are suggestions on how to purchase the tools cheaply and how to advance beyond the basic tools suggested by the guide. 192 p., $15 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (83-15105, 0-8108-1655-5).

microcomputing



Presenting the Macintosh is among the first of what will no doubt be an onslaught of books devoted to Apple's new microcomputer. The 119-page paperback, written by Merl K. Miller and Mary A. Myers, offers a basic introduction to the Macintosh and its special features, describes its word processing and graphics programs, and discusses software and peripherals that are promised for the machine in the near future. $5.95 from Dilithium Press, 8285 S.W. Nimbus, Suite 151, Beaverton, OR 97005 (84-5035).

Software's number is up. The U.S. ISBN Agency, which began assigning International Standard Book Numbers to microcomputer software last year, reports that software producers are enthusiastically adopting the system.

"More than 39 percent of our monthly requests for new ISBNs have been coming from the microcomputer software industry, and it seems to be escalating," said Emery Koltay, director of the agency. Considering the growth of ISBN assignments for software, Koltay speculates that the designation may soon have to be renamed the "International Software/Book Number."

Public-domain entries. Two new resources can help users track down hundreds of noncopyrighted public-domain programs that can be freely copied and exchanged.

The Directory of Public Domain (and User-Supported) Software for the IBM Personal Computer lists programs obtained from computer clubs, individuals, and bulletin boards around the country. The 109-page paperback also describes a number of user-supported programs available from their authors with the request that satisfied users send them a suggested donation. The directory is $4.95 from the PC Software Interest Group, 1556 Halford Ave., Suite 130, Santa Clara, CA 95051 (0-915835-01-0). The group also distributes the public domain programs in its library at $6 per disk plus $4 shipping per order.

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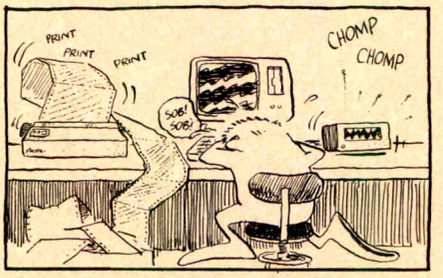
The Source

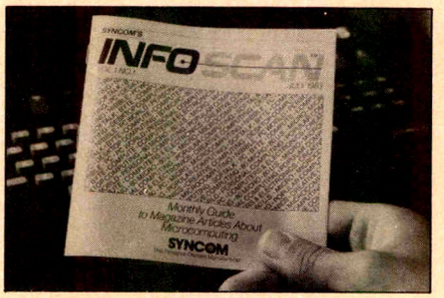
vides information on over 250 disks containing files and programs for computers with CP/M operating systems. The catalog also includes ordering information for the disks listed. $5 from Elliam Associates, 24000 Bessemer St., Woodland Hills, CA 91367.

Mending micros. *The Plain English Repair and Maintenance Guide for Home Computers* gives straightforward instructions on fixing common microcomputer problems. The illustrated guide also offers tips on cleaning and maintenance, instructions for building simple peripherals, a troubleshooting checklist, and a directory of suppliers. The 265-page paperback also includes a coupon good for a free repair or maintenance consultation-by-mail from author Henry Beechhold. $14.95 from Simon & Schuster, 1230 Avenue of the Americas, New York, NY 10020 (83-27170, 0-671-49293-4).



***When everything goes wrong at once, refer to* The Plain English Repair and Maintenance Guide for Home Computers.**

The IBM PC as a terminal is the focus of a special section in the March issue of *Information Technology and Libraries*. Articles discuss the selection of the IBM PC as a new model terminal by OCLC and WLN, efforts by Faxon to incorporate the PC into its LINX network, and the PC's use as a public terminal to access the online catalog at the University of Illinois at Urbana-Champaign. Single copies of the quarterly journal are $7.50 from *Information Technology and Libraries*, ALA, 50 E. Huron St., Chicago, IL 60611.



Mini-sized microcomputer index. *Infoscan* indexes over 800 articles each month from more than 40 leading computer magazines. Published by Syncon, a diskette manufacturer, the monthly guide measures 5¼-by-5¼ inches to resemble a diskette. Subscriptions are available to libraries at a special educational rate of $10 per year from Syncom, 1000 Syncom Dr., Mitchell, SD 57301. For a free sample copy, phone 800-843-9862.

librarian's library

Dewey doings. *Melvil Dewey: The Man and the Classification* publishes the proceedings of a 1981 seminar on Dewey held at the New York State Library. Among the papers presented are a personal reminiscence of Dewey by Keyes Metcalf, observations on Dewey and the corporate ideal, an overview of Dewey's involvement with ALA, an examination of the first two editions of the Dewey Decimal Classification, background on the system's early use in other countries, and a look at the early classified catalog developed at the New York State Library under Dewey's direction. 210 p., $10 plus $2.50 shipping from Forest Press, 85 Watervliet Ave., Albany, NY 12206 (83-1607, 0-910608-34-2).

Library leaders. Robert B. Downs, Keyes Metcalf, Louis Round Wilson, Ralph Shaw, Lawrence Clark Powell, and 10 other leading academic librarians from the past half-century are profiled in *Leaders in Academic Librarianship, 1925–1975*. Five of the 15 essays, which were written by library historians under a grant from the Council on Library Resources, originally appeared in condensed form in the *Journal of Academic Librarianship*.

The 419-page volume is No. 16 in the Beta Phi Mu Chapbook Series, and the first in the series to be distributed by ALA. $50 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (83-21448, 0-910230-16-X).

Pathways for Communication is a study of the nature and role of books and libraries in contemporary society. Author D. J. Foskett examines the development of modern librarianship and the social, economic, and cultural role of libraries. The book's main thesis, as stated in a publisher's blurb, is that "the advent of Information Technology does not herald the end of books and libraries, for the cultures of nations depend on permanent values and not on the ephemeral nature of current electronic methods of communication."

Published by Great Britain's Library Association under its Clive Bingley Ltd. imprint, the 140-page volume is available in the U.S. for $19.50 from the Shoe String Press, Inc., 995 Sherman Ave., Hamden, CT 06514 (0-85157-356-8).

No artificial additives. *The Organic Public Library*—organic in the sense that the library is a dynamic institution responding to changing needs—was written by Darlene E. Weingand as a text for a graduate course on the public library. The 194-page volume is divided into two parts: "Foundations," dealing with theory and covering such areas as the mission of the public library, the public library of the future, measurement and evaluation, marketing, and the danger of obsolescence; and "Putting into Practice," which considers programming ideas, I&R, interlibrary cooperation, computerization, and other specific applications. $23.50

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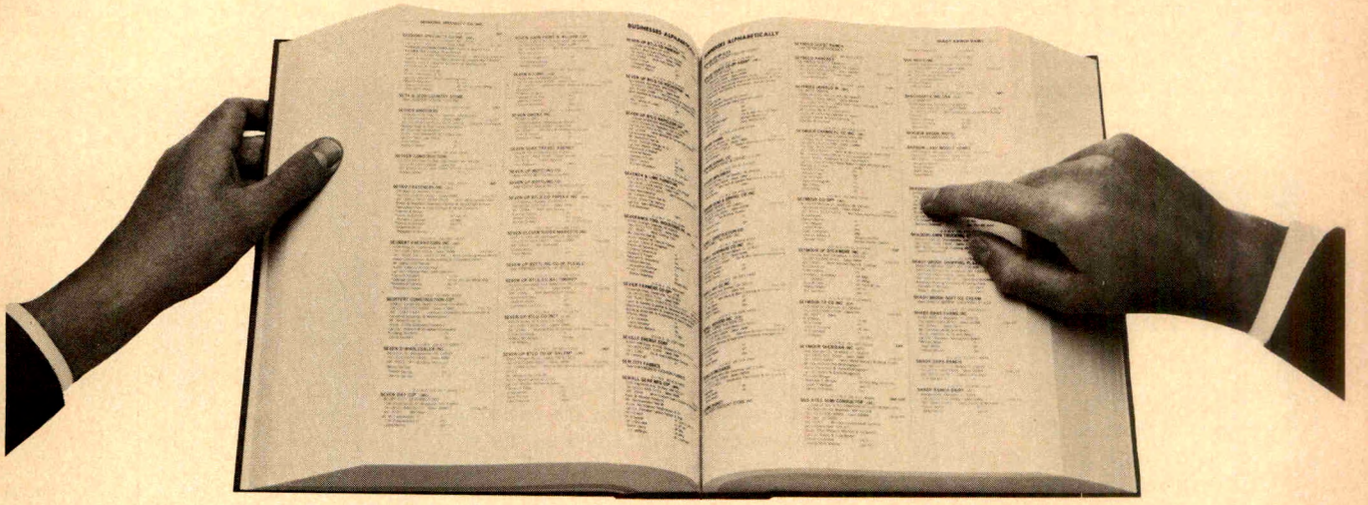

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Britain's Public Lending Right is coming under greater scrutiny on this side of the Atlantic as American librarians face the prospect of similar laws providing payments to authors based on library use of their works (*AL*, Dec. 1983, p. 694). *A Guide to Public Lending Right* describes in detail how the system is administered in the U.K. and compares it to similar schemes in other countries. Author Brigid Brophy, a leading campaigner for the law, also relates the history of the Public Lending Right and the political battle to enact it. 178 p., $21.50 from Gower Publishing Co., Old Post Rd., Brookfield, VT 05036 (0-566-03485-9).

Crimestoppers' textbooks. Two new titles examine book theft, vandalism, assault on staff and patrons, and other security problems facing libraries.

Crime in the Library: A Study of Patterns, Impact, and Security is based on a three-year study of crime patterns in public libraries. Author Alan Jay Lincoln uses material from the fields of criminology, security, and the recent discipline of "victimology" to investigate the problem of crime in libraries and suggest ways to prevent and minimize its effects. The 179-page volume also includes statistics and tables on types of library crime and security measures. $26.95 from R. R. Bowker Co., POB 1807, Ann Arbor, MI 48106 (83-22288, 0-8352-1863-5).

Practical advice on dealing with library crime is offered in *Security for Libraries: People, Buildings, Collections*, edited by Marvine Brand. Articles discuss the design and implementation of security plans; advice and procedures for institutional, personal, collection, and building security concerns; whether to use in-house or external security measures; and legal aspects of library security. A list of selected readings on security rounds out the volume. Approx. 144 p., paper, $12 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (84-455, 0-8389-0409-2).

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info briefs

Artificial intelligence. The progress toward the development of intelligent computer systems is examined in *Intelligent Information Retrieval*, the proceedings of a conference held by the Aslib Informatics Group and the British Computer Society's Information Retrieval Group in March 1983. The 10 papers, edited by Kevin P. Jones, discuss such topics as expert spelling analysis and correction, expert systems, fifth generation computing, automatic analysis of texts, and intelligence in database management systems. The 149-page paperback also includes summaries of the discussions that followed each paper. £14 to Aslib members, £17 to others from Aslib Publications Division, 3 Belgrave Sq., London SW1 8PL, United Kingdom (0-85142-187-3).

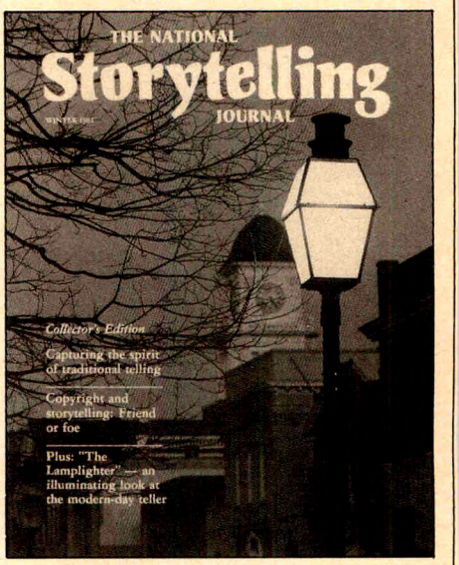
Furor over fees. *The Information Dilemma*, by Harry M. Kibirige, surveys the ongoing revolution in data collection, processing, storage, retrieval, and distribution. Subtitled "A Critical Analysis of Information Pricing and the Fees Controversy," the study examines the U.S. information industry and market, the issue of user access to information, the pricing of information services and products, the fee versus free controversy, information marketing research, and other issues. The 195-page volume also includes a user questionnaire about information use, a glossary of terms, and a selected bibliography. $29.95 from Greenwood Press, 88 Post Rd. West, Westport, CT 06881 (83-5570, 0-313-23381-0).

Technological changes examined. *Information Technology and Civilization*, by Hiroshi Inose and John R. Pierce, addresses the changes, opportunities, and problems resulting from the new information technology. Commissioned by the Club of Rome, an international group formed to study the future of civilization, the study begins by describing the traditional methods of communicating information; the authors then examine the modern technologies now available, their benefits and dangers, and their applications in languages and learning, the arts, and government. 263 p., $19.95 cloth, $9.95 paper from W.H. Freeman and Co., 41 Madison Ave., New York, NY 10010 (83-20721, 0-7167-1514-7 cloth, 0-7167-1515-5 paper).

Computerized Literature Searching: *Research Strategies and Databases* is an end-user guide aimed primarily at scientists and advanced students who need to develop database searches in their fields. The emphasis is on the subject matter, describing databases and search aids in broad fields, rather than the mechanics of the search itself. Author Charles L. Gilreath also covers the principles of online bibliographic systems and the researcher–search analyst partnership. 177 p., $22 from Westview Press, 5500 Central Ave., Boulder, CO 80301 (83-23319, 0-86531-526-4).

young people

The National Storytelling Journal is a new publication devoted to the history and practice of storytelling. The premier issue features articles on traditional storytelling, the storyteller in the modern world, and copyright considerations; departments on American Indian storytelling, developing the memory, and storytelling in the classroom; lists and reviews of recently published recordings and books; and a calendar of upcoming festivals, workshops, and conferences.



Subscriptions to the quarterly journal are included in a $20 annual membership in the National Association for the Preservation and Perpetuation of Storytelling. The nonprofit organization maintains an information center and an archive of storytelling video and audio tapes, and sponsors the National Storytelling Festival and the National Conference on Storytelling each year. Sample copies of the journal are $4 from NAPPS, POB 112, Jonesborough, TN 37659.

Children's librarianship is the theme of the February 1984 issue of *Canadian Library Journal*, with an emphasis on how the field is affected by technological change. Articles deal

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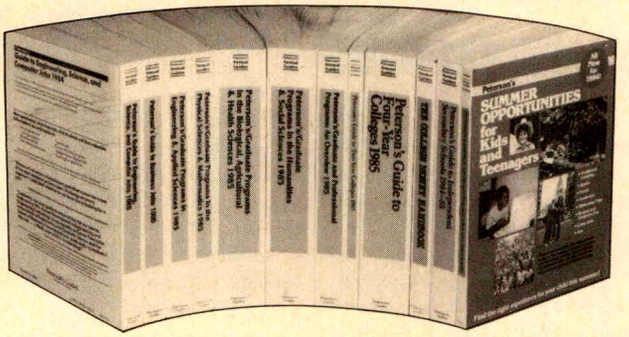

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Responses to Children's Literature publishes the proceedings of the Fourth Symposium of the International Research Society for Children's Literature, held at the University of Exeter in September 1978. Among the topics of the 13 papers are the impact of children's books, literary criticism and children's books, children's understanding of literature, modern picture books and the child's visual sense, and psychological relationships between text and illustrations. 141 p., DM 36 from K.G. Saur Verlag KG, Possenbacherstr. 2 b, 8000 Munich 71, Federal Republic of Germany (3-598-10528-2).

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resources

Bed and breakfast establishments that offer moderately priced lodgings, usually in private homes, have long been a tradition for travelers in Europe. These alternatives to hotels have been growing in popularity in this country as well. A number of resources are available to put vacationers in touch with "B&B" operations.

• The Bed & Breakfast League, Ltd., is a membership organization for hosts and guests. A $25 annual fee entitles members to call the league's toll-free reservation number to make bookings in any of over 400 private homes throughout the U.S.—plus a scattering in Great Britain—at room rates less than half the price of hotels. Members also receive a directory with detailed descriptions of hosts and a bimonthly newsletter featuring new listings. For more information write the league at 2855 29th St., N.W., Washington, DC 20008.

• *The Bed & Breakfast Hostlist* is a booklet published twice-yearly by the American Bed & Breakfast Association describing B&B reservation services for more than 1,000 cities and towns in North America. The group also publishes *Bed & Breakfast Guest*, a newsletter focusing on accommodations in specific areas; recent issues have covered lodgings for the World's Fair in New Orleans and the 1984 Olympics in Los Angeles. Single copies of the *Hostlist* are $5; a one-year subscription offering 10 issues of the newsletter and two editions of the *Hostlist* is $25. The association's address is POB 23294, Washington, DC 20026.

• Two recent books from East Woods Press describe B&Bs in Great Britain and California. *The Best Bed & Breakfast in the World* describes over 800 establishments in England, Ireland, Scotland, and Wales, ranging from Tudor houses to country pubs. The listings include the approximate cost per person and tell whether children or pets are accepted. Introductory sections for each county offer background information and lists of historic buildings, churches, museums, and monuments. 318 p., paper, $10.95 (83-049034, 0-88742-002-8).

More than 300 inns, cottages, and private homes are listed in *The California Bed & Breakfast Book*, with descriptions of the lodgings, price ranges, and policies on children, pets, smoking, and credit cards. The guide also contains chapters introducing newcomers to the B&B concept, a directory of B&B referral agencies in the state, and a list of select non-breakfast establishments. 180 p., paper, $7.95 (83-49038, 0-88742-001-X). Both titles are available from East Woods Press, 429 East Blvd., Charlotte, NC 28203.

Softcover Shakespeare. The Oxford Shakespeare series, a project launched in 1982 to present authorative yet accessible editions of Shakespeare for today's readers, is now available in inexpensive paperback editions.

The Oxford editions, based on the original texts, feature lengthy introductions giving the stage history and background of each work, modernized spelling and punctuation, and copious notes explaining unfamiliar terms and allusions and paraphrasing difficult passages.

The first five softcover releases, reprinting earlier cloth editions, are *The Taming of the Shrew, Henry V, Troilus and Cressida, Julius Caesar* ($6.95 each), and *Titus Andronicus* ($7.95). Subsequent titles will be released simultaneously in cloth and paper. Oxford University Press, 200 Madison Ave., New York, NY 10016.

Criminal Law News is a new publication summarizing all recent criminal cases from all federal and state courts. Each weekly pamphlet contains about 65 pages and is indexed by court and topic.

An introductory subscription rate of $150 for one year is available through June 30; from July 1 through October 31 the price is $157.50; afterwards it rises to $165. West Publishing Co., POB 3526, St. Paul, MN 55165.

Elusive Elvis enumerated. The latest release in Pierian Press's Rock & Roll Reference Series is a descriptive and evaluative discography of over 300 rare "bootleg" recordings by Elvis Presley. The records, which include concert performances, studio outtakes, and interviews, are unauthorized by Presley's record company and are of dubious legality; thus the volume is titled *Jailhouse Rock*, after one of Presley's early hits.

Compilers Lee Cotten and Howard A. De Witt list the individual songs comprising each record, describe the packaging, and offer critical assessments based on musical merit, scarcity of the material, and recording quality. The 411-page volume also includes indexes by song title, personal name, and record label; lists of bootlegged Super 8mm films and videocassettes; over 200 photographs of record jackets; and a history of bootleg records, with an emphasis on Presley material. $22.95 to institutions, $17.95 to individuals from Pierian Press, POB 1808, Ann Arbor, MI 48106 (83-61755, 0-87650-158-7).

A companion volume in the series is *You Can't Do That*, by Charles Reinhart, which covers nearly 900 Beatles bootlegs as well as 400 records based on the group (such as "We Love You Beatles" and "Beatle Hits Flamenco Style"). The 450-page volume is similar in format to the Presley guide, with indexes, over 180 photos, and historical background on bootlegs, but without the critical assessments of each record. $19.95 to institutions, $16.95 to individuals from Pierian at the above address (80-83515, 0-87650-128-5). □

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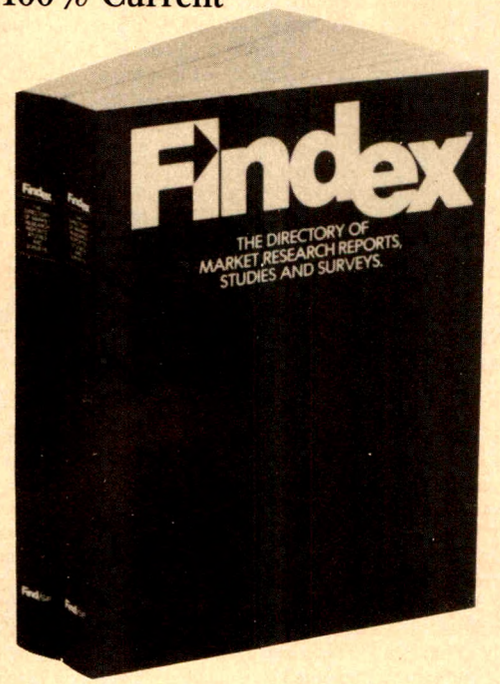

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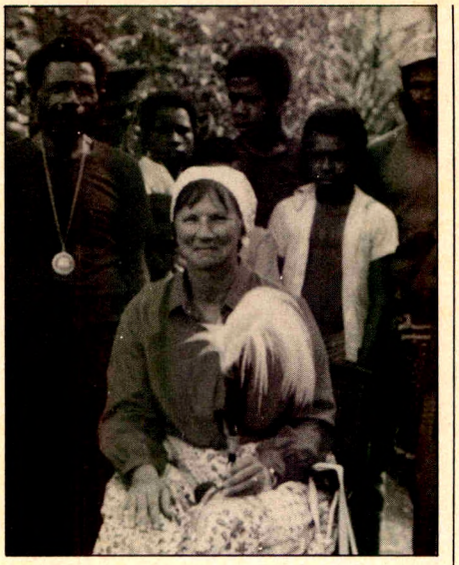
currents

Villagers in the Western Highlands province of Papua New Guinea recently honored ALA member **Pauline Cochrane**, author of *AL*'s "Subject Access" continuing education course, with a precious gift usually reserved to adorn a ceremonial headdress, a stuffed bird-of-paradise. Cochrane, on leave from Syracuse (N.Y.) University's library school faculty, is in Papua New Guinea with her husband, Glynn, who is on a two-year assignment as World Bank advisor on public administration to the PNG government. . . . Aug. 1 ALA member **John K. Amrhein** will become director of the library at California State College/Stanislaus. He currently serves as university librarian at Kutztown University of Pennsylvania. . . . **Elizabeth Booth-Poor**, coordinator of public services at Bartholomew County Public Library, Columbus, Ind., is 1984/85 president-elect of the Indiana Library Association. . . . ALA member **David Zeidberg** became UCLA's head of special collections on April 16. . . . At the Library of Congress ALA member **Winston Tabb** is now chief of the Information and Reference Division in the Copyright Office; **Tom W. Shick** is Afro-American specialist in the Manuscript Division; and **Paul Boswell** has retired as serial reference specialist in the Serial and Government Publications Division. . . . ALA member **Ellen Hoffmann** is now director of libraries at York University, Downsview, Ont. . . . **Patricia Gannon** has been named administrative director of the Roots and Wings Reading Program for Adults, a one-year LSCA grant administered by the California State Library. . . . In April ALA member **Rochelle Sager**, former public services librarian at the University of Alaska/Juneau Library, became associate dean for public services at the Swirbul Library of Adelphi University, Garden City, N.Y. Sager was succeeded in her UAJ post by another ALA member, **Sherry Taber**. . . . At Newport Beach (Calif.) Public Library **Ryna H. Rothburg**, former children's services coordinator, is now adult services coordinator. **Margaret E. Poarch** has succeeded Rothburg in the children's services post. Both are ALA members. . . . **Marianne Scott**, former director of libraries at McGill University, Montreal, Que., is now the national librarian of Canada. . . . ALA member **Jim Pletz** is now director of the Illinois Regional Library for the Blind and Physically Handicapped in Chicago.



Pauline Cochrane is honored at a local village meeting in the Western Highlands of Papua New Guinea.

. . . **Agnes Reagan**, former ALA staffer and Councilor-At-Large, recently retired as professor in the Graduate School of Library and Information Science at the University of Texas at Austin. . . . June 30 ALA member **Gil McNamee** will retire as director of the Business Library at San Francisco (Calif.) Public Library. A former ALA Councilor-At-Large, McNamee was 1976 president of the California Library Association. . . . **Ronald E. Wyllys** is now dean of the Graduate School of Library and Information Science at the University of Texas at Austin. . . . ALA member **Joyce P. Mitchell** is now project manager for the Joint Computer Program for Libraries consortium, headquartered at Skokie (Ill.) Public Library. . . . At SUNY/Albany **Deborah G. Duchala** is now library personnel officer and **Donald Haggerty** is university archivist. . . . The Indiana Library and Indiana Library Trustees associations recently cited two ALA members for their achievements. **C. Catherine Gibson**, adult services coordinator at the Indianapolis-Marion County Public Library in Indianapolis, was named Outstanding Librarian for 1984 in recognition of her innovative public affairs programming. **Walter D. Morrill**, director of libraries at Hanover (Ind.) College, received the associations' Special Services award for his service on the board of the Midwest Federation of Library Associations. Morrill is currently MFLA president. . . . ALA member **Marilyn Boria** is now director of Elmhurst (Ill.) Public Library. . . . ALA member **Phil Clark** is now consultant for continuing education at the Alabama Public Library Service, Montgomery. . . . April 30 **Stanton F. Biddle** became chief librarian at CUNY's Baruch College. An ALA member, Biddle last served as associate director for planning and development at SUNY/Buffalo Libraries. . . . ALA member **William P. Davis**, former public library consultant for the North Texas Library System, Fort Worth, recently became LSCA coordinator at the State Library of Iowa, Des Moines. . . . **William E. Tydeman** recently became head of the special collections department at the University of New Mexico General Library, Albuquerque. . . . At Downey (Calif.) City Library ALA member **Ruth C. Miller** recently retired as director. She was succeeded by another ALA member, **Victoria Jenkins**. . . . **Paul W. Marsh** is now director of instructional resources technology at Metropolitan Technical Community College in Omaha, Nebr. . . . ALA member **Michael Gray**, music librarian of the Voice of America, is the new president of the Association for Recorded Sound Collections. . . . May 1 **O. F. "Van" Van Jepmond** became executive director of the Washington Library Network in Olympia. . . . **Mary Biblo**, head librarian at the University of Chicago Laboratory Schools, is a 1984/85 Joseph Klingenstein Fellow. The one-year fellowship, awarded by Columbia University's Teachers College, provides recipients the opportunity to heighten their academic and administrative leadership skills. At UC's library school, visiting faculty are **Michael Gorman** and **Dennis Reynolds**. Gorman is professor of library administration and director, Division of General Services, at the University of Illinois at Urbana-Champaign; Reynolds is head of OCLC Services at the Bibliographic Center for Research, Denver. . . . The Missouri Association of School Librarians recently presented its Special Service award to ALA member **Louvan Gearin**. □

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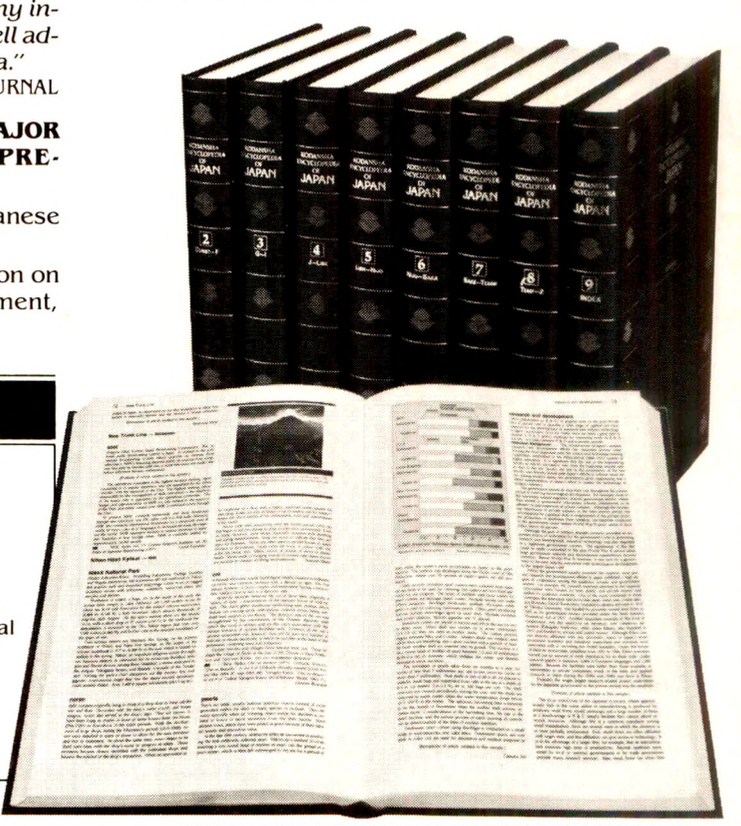

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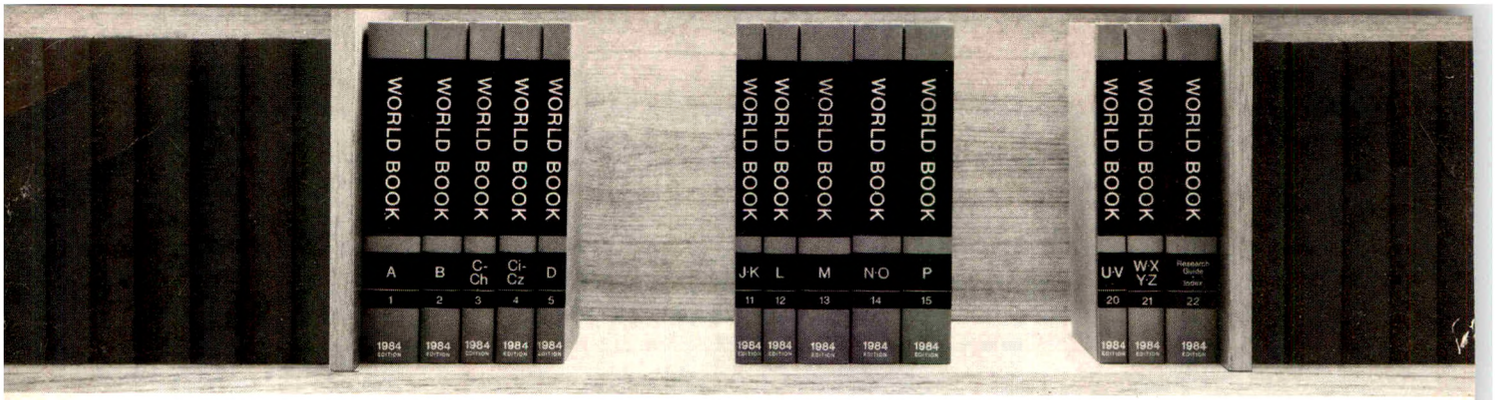

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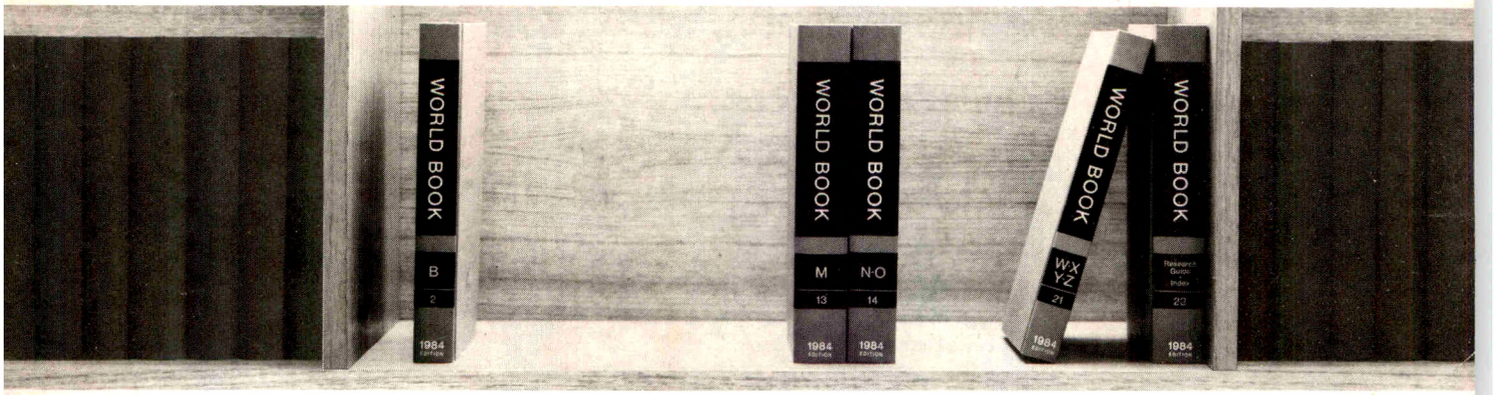

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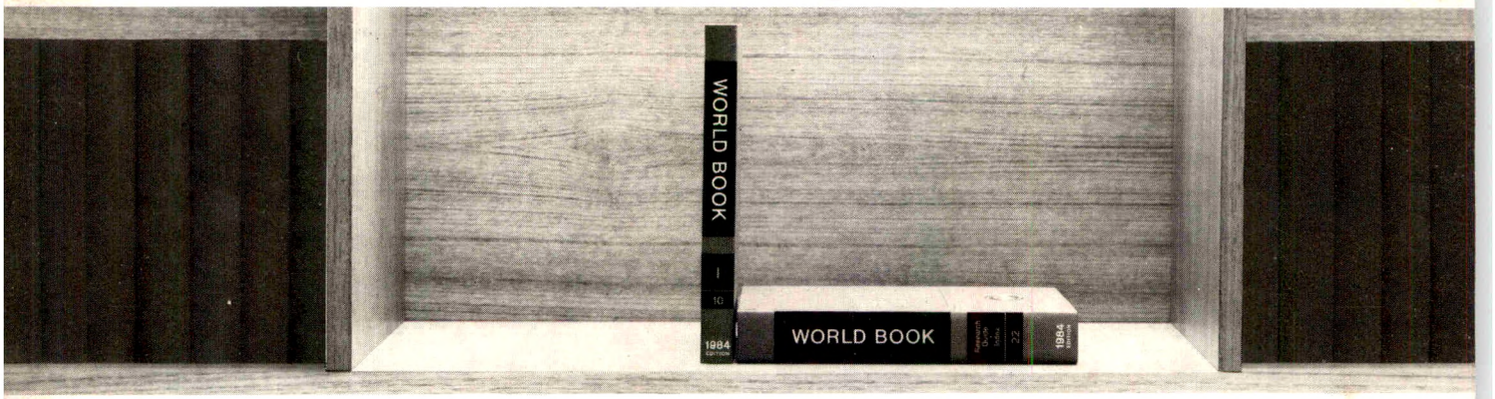

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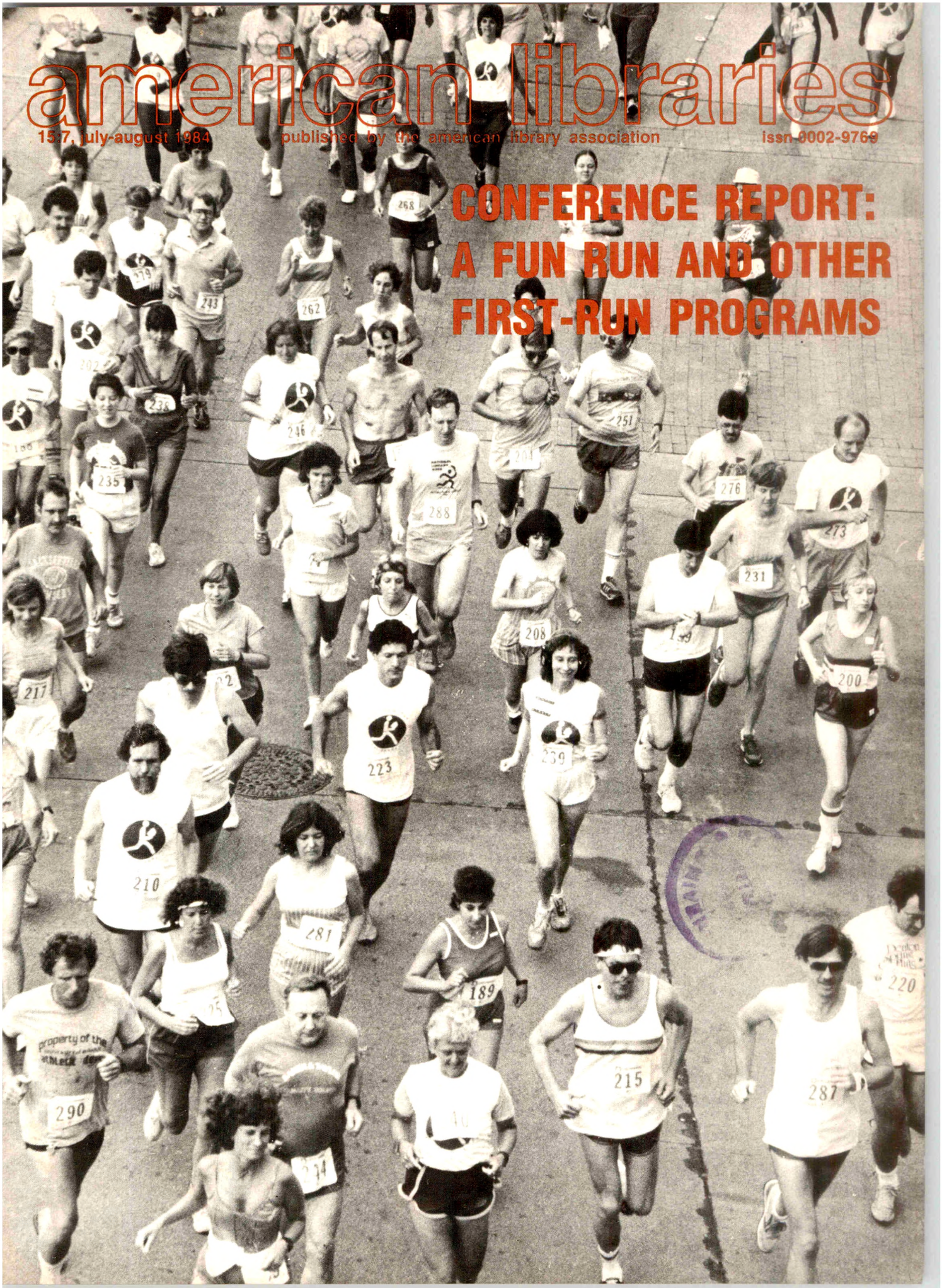

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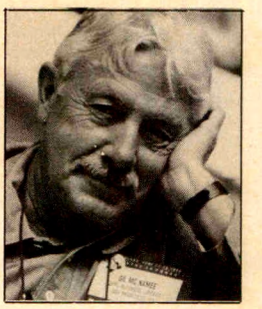

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Cover: The ALA Fun Run & Walk. This early-morning activity in Dallas was the first of what promises to become an annual conference event for marathoners and masochists. Story on p. 491. *AL* staff photo by A.P.

Fear of strangers in Dallas

AT THE ALA ANNUAL CONFERENCE IN DALLAS, why did more librarians take part in a hot morning run than a cool session on literary criticism? At first I fell back on an old theory: That most librarians would rather break a sweat than crack a book. Later, I began to suspect that they were running *from* something, as I was.

I was running in dread of speakers from outside the profession.

I don't usually suffer xenophobia. I used to believe that we librarians talk to ourselves too much and need to hear from outsiders. I don't believe that anymore. The pendulum has swung. Right now, most outsiders I listen to on libraries really ought to talk about something else.

It was a good conference overall, a credit to Brooke Sheldon and other planners trying to cozy down a housing sprawl the size of Rhode Island. In program content, the beef was there; so much so that our 17-page report this issue is just a first filet.

Some of that good stuff came from outsiders, too—when they were talking about their own fields. But when they took a stab at library wisdom without doing their homework, here's the kind of revelation we received:

- "Let go your habits of defensiveness and take the offensive" [against censorship].
- "The goals of your [*Realities*] task force are reactive, not proactive. . . . Talk about what you can do, not what you need."
- [In school libraries] "this is a time for leadership rather than management, a time for being active rather than reactive."
- "For folks who don't read, libraries can be very scary places. . . . We have to go out into the community."
- Learning [in the library] is "not to learn skills, but to be stimulated and know ourselves."
- "The library must be seen as a sanctuary of the book. . . ."
- "You should view with alarm . . . incursions on these sacred [First Amendment] freedoms."

Now wait a minute—let me make sure I understand these insights. You mean we should *not* barricade ourselves in the bookstacks, jabbing our brooches at everyone but the censors? Hey, thanks for the tip!

It's bad enough when library strangers reminisce about their childhood librarian, a shushing old maid who nevertheless turned them on to Voltaire. It's worse when they aspire to lead us into the 21st Century with naive or neolithic library clichés. The worst is when library strangers get into a position that can influence library welfare. Then we face such propositions as untrained beginning federal librarians; public lending rights; self-supporting public libraries; and educational reforms that count school libraries out.

It was a group of library strangers this summer that recommended closing the University of Denver library school —one of the best and most needed in the West—and the university is taking its advice. (See story in News.)

The Dangerfield Imperative

No wonder I'm getting xenophobic. Call me an ingrate, an isolationist, or Rodney Dangerfield; but what I'd rather have from library outsiders than philosophical loose change is a little respect for our own library leadership.

Will we ever get it? Yes, especially when we give a little. A perfect example is the coalitions ALA is helping to build for literacy, library public awareness, and other missions. With mutual respect, the members of diverse groups are learning from one other as they pursue common goals. Fear of strangers is evaporating.

We've earned some respect! Library leadership has come of age. No outsider had to tell the state librarians of New York and California to be proactive this summer as they led the final campaigns for tremendous funding increases. (See News.) They showed the library strangers in their legislative houses how much more a library is than a sanctuary of the book. They showed what libraries can *do,* as well as what they need.

I often hear outsiders say that libraries have become too important to be run by the librarians. I'm happy our library association didn't buy this sort of nonsense when, during the conference, it established the ALA-accredited MLS degree as a requirement for its executive directors. The fact is, trained librarians are distinguishing themselves throughout the nation as able, progressive, imaginative, and humane managers—and as leaders of their educational and civic communities.

Take a look at what's going on, outsiders, before your next library speech.

Actually, there were quite a few outsiders in that morning run in Dallas. Even a fire fighter took part. But the leader of the pack, the winner, was a librarian. It was a small step for the library profession, perhaps, but a giant victory for xenophobes.

—Art Plotnik

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in the news

Denver library school axed; program seeks new home

University of Denver library school Dean Bernard Franckowiak was at ALA Annual Conference in Dallas, Monday morning, June 23, when he was informed that the UD board of trustees had just voted to eliminate the library school Aug. 16, 1985. Franckowiak, who had been sent to Dallas to recruit two new faculty members, immediately flew home to Denver.

To save the financially ailing university, Franckowiak learned, the board had voted for a package eliminating the Graduate School of Librarianship and Information Management, the School of Nursing, the Theater Department, and the undergraduate programs in the School of Education and the Department of Speech Pathology and Audiology. No attention had been given to any individual items. The reorganization eliminates 50 faculty positions, 15 of them in the library school.

Dismay at university's methods

"Beyond the shock and horror at the drastic decision, we were dismayed at the way the university acted," Franckowiak told *AL*. In April and May he had prepared program reviews, but had received no feedback or opportunity to consult and prepare alternatives.

"The whole process was tightly vacuum-sealed and unprofessional," he said. "The university hung out the closing sign before consulting with us." Institutional Strategy, Inc., a Cambridge, Mass., consulting firm, had prepared the reorganization package.

No consideration was given to the high quality of or need for the 52-year-old school, which directs the only ALA-accredited program in 11 mountain states, the dean said. UD has 4,800 graduate librarians scattered through the United States and 33 other countries. Ironically, one of them is the chancellor's wife, Alice, a medical librarian in Denver.

Tragedy for students

The 1985 closing date is a personal tragedy for library students, many of whom work full time. "Now we're telling them to finish by next Aug. 15 or not return this fall," Franckowiak said.

More than 100 library students picketed the chancellor's office, and faculty members, alumni, and employers protested. University administrators agreed to look at ideas for the school but insisted the closing would have to stick.

Franckowiak is putting together a case for a proposal to move the library school to a public institution in Colorado. Private library schools have no future, he believes. UD charges $7,300 tuition, compared with $1,200 at state universities.

The idea of transferring the school to a state university is provoking excitement and support among key professionals. ALA accreditation standards don't prescribe a particular table of organization but identify a number of factors to be considered.

Transferring the school would be complex, involving academic administrations, state legislators, and citizens. "It could probably be accomplished in two years, but we have only one," Franckowiak said.

The dean predicted: "This disaster may become a platform from which to launch a new, revitalized, high-quality professional program," if it gets sufficient backing. Franckowiak hopes to develop a groundswell of professional support opposing the elimination of the school and favoring its transfer. Comments may be addressed to Chancellor Dwight Smith, University of Denver, Denver, CO 80208, with copies to Dean Bernard M. Franckowiak, Graduate School of Librarianship and Information Management, University of Denver, Denver, CO 80208.

USC school to close in '86

On July 2, a week after the University of Denver announced its library school closing, University of Southern California Provost Cornelius J. Pings wrote library school Dean Roger Greer that the USC school will be discontinued in June 1986.

Greer had mounted a California-wide campaign to save the school. Alumni had raised $17,000 and promised more, and employers argued they would need more librarians with the funding of the state Public Library Foundation Program. On June 26, USC learned its master's program had been granted continuing accreditation by the ALA Committee on Accreditation.

Despite the positive feelings produced, after "considerable and careful consultation," Provost Pings explained, he had accepted the recommendation of the USC Graduate and Professional School Committee to close the library school. All students were urged to complete their studies within two years or arrange to transfer. University of California/Los Angeles library school Dean Robert Hayes offered his cooperation.

Greer signed a contract to stay two more years and declared: "We are determined to maintain the quality of this program to the end." By mid-July, some 35 new students, including three doctoral candidates, had already signed up to enter in the fall, with full knowledge the school is closing.

California budget approves $2.6 million for literacy

Californians won a $10 million increase in state aid to libraries, State Librarian Gary Strong reported after Gov. George Deukmejian signed the 1984–85 budget June 27. The final figures, totaling more than $37 million, were "exciting all 'round," Strong said, "but the most miraculous was the $2.6 million for literacy."

Only last December Strong had launched the California Literacy Campaign by presenting $2.5 million in federal Library Services and Construction Act awards to 28 public libraries. The campaign aims to mobilize community coalitions to introduce and expand adult literacy services, but reports aren't in yet. When the campaign was launched, Deukmejian proclaimed his support; now he has added the program to his budget.

The new budget also contains $12 million for the Public Library Foundation program, SB 358, a 100-percent increase over last year's funding figure. Deukmejian explained that the legislature wanted to triple the total to $27.9 million, but he preferred to double it. Strong commented, "The increase is demonstrable evidence that the plight of our public libraries is beginning to receive the attention it deserves."

Strong was pleased that the $3.9 million for transaction-based reimbursements for interlibrary loan services was approved —"We'd been working on TBR for four years," he said.

Included in the Department of General Services budget is $525,000 for design plans for a new California State Library building. The new structure would allow the library to consolidate all its Sacramento operations into one location.

Archives near independence

On June 21, the same night the Senate passed the LSCA extension, it also approved, by voice vote, S. 905, providing independent agency status for the National Archives and Records Service. The vote came just two days after NARS observed the 50th anniversary of its founding.

S. 905 separates NARS from its current parent agency, the General Services Administration, which operates most federal buildings. Senate Report 98-373 cites the conflicting functions and missions between NARS and GSA, which result in divided authority, unclear responsibilties, politicization, and diminishing resources for a growing workload. Sen. Mark Hatfield (R-Ore.) obtained general support for the bill from the Reagan Administration.

The similar but not identical House bill, HR 3987, was expected to come to the floor shortly. The ALA Washington Office urged supporters to contact their legislators.

NY gives $3.9 million boost to school library systems

In a special ceremony July 10, New York Gov. Mario Cuomo signed the $57.2 million omnibus library bill of 1984, marking the greatest increase in library aid in state history. The act, strongly supported by the New York Library Association, followed 1981 legislation that boosted library aid from $34.4 million to $43.4 million.

State Librarian Joseph T. Shubert reported that $13 million in new funds are available this year, with a full $15 million annual increase beginning with the state fiscal year April 1.

The landmark act authorizes $3.9 million for school library system development and $3 million for library construction, a first-time effort for New York State. Other innovations include $1.3 million in annual grants for automation, $1.1 million for preservation and conservation of research materials, and $280,000 for public library services designed for state correctional facilities.

Largest single component in the omnibus package is public library system aid, which will be increased from $38.5 million to $45.2 million. This includes $6.6 million in local sponsor incentive aid for New York's 22 systems serving 720 libraries. Local incentive aid was increased 58 percent over the previous figure of $4.2 million.

Resource-sharing projects

School library system provisions are based on the 12 pilot school library systems designed to link all school libraries in service areas and launched in 1979. The omnibus act converts the resource-sharing projects into permanent parts of the library network and provides planning grants of $20,000 each to the other cooperative educational services or school district boards to develop similar systems.

"At the cost of $1 per pupil per year, the program will multiply by several times the number of books available to students," said Assemblyman Ed Sullivan (D-Albany), a sponsor of the bill.

ALA Councilor and Solvay PL Trustee Daniel Casey was most enthusiastic about the state's commitment to fund 50 percent of the costs of building, renovating, or rehabilitating libraries throughout the state. Casey has been advocating a construction component in library bills since 1975.

The 22 construction grants authorized for the current year are based in part on system population, and range from $71,000 for the Clinton-Essex-Franklin Library System to $357,000 for the New York Public Library. From the $3 million available in 1984, each system receives $54,445 and 10 cents per capita.

Legislators also provided six cents per capita for public library outreach, amounting to $1.9 million in 1985, a major increase over the previous $880,000. New groups specifically targeted in the act are persons who are educationally disadvantaged, members of ethnic or minority groups, and those in need of job placement.

In addition, the legislation gives public library systems $9.25 per inmate of state correctional facilities to provide library services within the facilities. The act also expands the rural hospital library program to include urban hospitals. The new funding for greater use of library technology is specifically aimed at regional automation programs.

Lucky librarian still on job after $3.2 million Lotto win

A librarian who won $3.2 million in the Pennsylvania State Lotto June 1 has stayed in her job as coordinator of advisory services for the Pennsylvania State Library and has no plans yet for leaving.

"Whatever I do, I will definitely keep a hand in libraries," said Lois K. Albrecht, 53, in an interview with *AL*. "Before I leave something I've enjoyed for 33 years, I want to be sure I have something else to do—something I like."

Albrecht, an active member of ALA, attended a full range of sessions at the Dallas annual conference in late June. She said that colleagues there, like those at home, treated her as usual except to express delight at her good luck.

Albrecht and her husband, Charles, picked the six winning numbers in the week's Lotto. On June 12, they received the first of 21 annual installments of $122,386.

Charles, whose disability payments for a respiratory ailment ran out recently, told the Harrisburg *Patriot News* the couple would first pay off debts, remodel the house, and visit family in Germany.

Albrecht and her staff of three provide advisory services to the state's library districts, "on everything from applying output measures to handholding a library board that doesn't understand library goals." She has been with the state library since 1972; earlier experience includes a 10-year stint as school librarian, 1952–62. A member of Beta Phi Mu, she earned her MLS in 1963 at the University of Pittsburgh.

Asked to comment on recent debate over the value of the MLS, she remarked, "My first view of librarianship was from the perspective of a teacher; I felt I needed something more. The MLS gave me a library philosophy."

Winning the Lotto has prompted other philosophical considerations and very few annoyances. "It's a nice feeling, believe me," she told *AL*. "Except for one crank

Harrisburg Patriot News

Lotto winner Lois K. Albrecht

letter, we have not been pestered. They say unless you win $5 million or more these days, you're not big news."

AL asked: "When stressful situations arise at work, don't you find yourself thinking, 'Who needs this anymore?' "

"I have to admit it," she said. "That thought crossed my mind a couple of times."

—*A.P.*

Senate extends LSCA, considers increasing funds

On the eve of the ALA Annual Conference, the Senate passed the five-year extension of the Library Services and Construction Act, S. 2490. The voice vote was taken the night of June 21.

The House passed a similar bill, HR 2878, by an overwhelming margin last January. House-Senate conferees were expected to work out the difference after Congress returned from recess July 23.

Both bills revise and extend Title I, public library services; Title II, public library construction; and Title III, interlibrary cooperation. They also establish a new Title IV, Indian library services. The House bill would also add titles authorizing acquisition of foreign-language materials and library literacy programs, which could be eligible under Title I. Authorization spending levels for the fiscal years 1985 through 1988 also differed slightly.

Subcommittee offers "crucial" support

Five days later, on June 26, the Senate Appropriations Committee approved FY 1985 library program amounts recommended by its subcommittee. The funding would increase the 1984 appropriation for Title I from $65 million to $75 million, Title II from zero to $50 million, and Title III from $15 million to $18 million. Higher Education Act Title II-B, training and research, would increase from $880,000 to $1 million and

Title II-C, research libraries, would remain $6 million. (The House subcommittee has not yet revealed its figures.)

With its recommendations, the Senate Labor-HHS-Education Subcommittee submitted this report:

"For the third consecutive year, the administration has proposed complete elimination of the library programs administered by the Department of Education. For the third year in a row, the committee has flatly rejected this proposal.

"Libraries are an integral part of the nation's educational systems and national commitment to lifelong learning. The federal contribution to these programs, while modest, is crucial to the ability of libraries to serve the total population and in particular, such groups as the handicapped, the homebound, economically needy, language minorities, and others who require often more costly services. This federal investment must and will continue to assist communities to provide such services and to enhance the quality of library programs for the benefit of our citizens."

Next ALA Executive Director to earn $70,000 to $90,000

At a special all-day meeting in Chicago July 16, the ALA Executive Board mapped out a game plan to find a successor to Executive Director Robert Wedgeworth by Aug. 1, 1985.

The board had decided at Annual Conference that candidates for the position must hold an ALA-accredited master's degree and have demonstrated experience at the management level (see p. 495). On July 16 the board discussed a timeline for the search process, approved a two-page position description with criteria, and appointed a seven-member ALA Search Committee.

Board members quickly agreed that F. William Summers should represent them on the committee, but they struggled for several hours to select six other ALA members and alternates who would represent the best possible balance of geographical areas, types of library, race, sex, and age.

ALA staff was asked to develop advertising copy for the position description and submit ads for publication. The salary range was set at $70,000 to $90,000; the deadline for applications is Dec. 5.

The board asked the Search Committee to screen the applicants, interview the candidates, and forward its recommendations to the Executive Board so that a decision could be made at the board's spring meeting May 1-2. The board hopes that the appointee can be introduced at the 1985 Annual Conference in July and can report to work in August.

news in brief

FCC outlaws AT&T tariff. On June 27 the Federal Communications Commission ruled unlawful the AT&T private line service tariff scheduled to take effect July 1. AT&T had proposed major increases on the tariff under which libraries connect through their networks to bibliographic utility databanks. Current rates for private-line service remain in effect.

Videodisc at LC. The Library of Congress installed an analog videodisc, player, and monitor in its Prints and Photographs Reading Room June 15. Patrons can use the system to access and view nearly 40,000 photographs, posters, architectural drawings, and other items from the library's Prints and Photographs collection.

The disc, the first product from LC's Optical Disk Pilot Program, includes: 875 photographs, including 539 black-and-white and hand-colored lantern slides, taken around the world from 1894 to 1896 on the World Transportation Commission Trip; 1,610 color slides and transparencies of the U.S. and Puerto Rico taken from 1939 to 1943 by photographers from the U.S. Farm Security Administration and Office of War Information; 3,615 international political and propaganda posters dating from 1965 to 1980; and 440 plans, details, renderings, and other items from the architectural drawings for LC's Jefferson and Adams buildings.

Other videodiscs will be made available to the public as copyright permissions are secured. Among the LC materials to be included are: 10,000 images from the Prints and Photographs Division; nearly 100,000 movie stills; seven color films and film segments; and two television newscasts from July 3 and 4, 1976.

Another phase of the program will use digital optical discs for computerized mass storage, preservation, and retrieval of printed materials from various sources, particularly periodicals.

William J. Welsh, deputy Librarian of Congress, gives overall direction to the Pilot Program. Joseph W. Price, chief, Science and Technology Division, serves as director of projects.

Ordering gov docs for patrons. The Detroit and St. Louis public libraries recently launched an experimental program to test the feasibility of ordering National Technical Information Service (NTIS) documents for patrons. Normally, patrons must purchase the reports directly from NTIS, but during the one-year program library staff will take payment and place orders through an electronic ordering service.

NTIS developed the program as a means of getting the results of government-sponsored research and development projects to the private sector. "One of our major goals is to get this information out to business and industry and people who can make use of it," said Ruth S. Smith, director of the NTIS Office of Customer Services, adding that libraries can reach the public much more easily than the agency can. If the one-year experiment is successful, Smith added, it is likely that the ordering program will be expanded to include additional libraries.

New head for NLM. Donald A.B. Lindberg has been appointed director of the National Library of Medicine, replacing Martin M. Cummings, who retired last September.

Lindberg, director of the Information Science Group and professor of pathology at the University of Missouri/Columbia School of Medicine, is a widely published expert in the field of computers in medicine. He received his A.B. degree from Amherst College and his M.D. from Columbia University.

Lindberg was a member of NLM's Biomedical Library Review Committee from 1976 to 1980 and was appointed to the library's Board of Scientific Counselors last year.

New structure at NAL. In the May 1984 *Agricultural Libraries Information Notes*, National Agricultural Library Director Joseph H. Howard outlined the NAL reorganization plan approved by the U.S. Secretary of Agriculture.

The restructuring is designed to revitalize and modernize the library's operations and services, expand user access, and coordinate and strengthen a national network of agricultural libraries, Howard said. The changes were proposed or endorsed by the blue-ribbon panel assessment of NAL (*AL*, Nov., 1982, p. 612).

The single most important recommendation by the panel was the need for NAL to improve its services, the library director noted. To this end, the reorganized Public Services Department will consist of subject area units staffed by specialists with agriculture-related backgrounds as well as library degrees.

"With such a structure," Howard explained, "NAL can deal more effectively with its main patrons—federal and state researchers—while focusing more support on extension programs." The management and use of special databases will also be enhanced, he added.

Vendors abroad. As a result of contracts signed recently, libraries in France, Quebec, and the People's Republic of China will soon benefit from American and Canadian technology.

The Geac Computer Corporation of Toronto has contracted with Sema, a French systems house, to automate the catalog of the Bibliotheque Nationale, one of the world's largest libraries. The catalog, to be titled the National Bibliotheque Database Management System, will be specifically written by

Geac in conjunction with Sema and the library. When complete, the system will provide an online service throughout the Bibliotheque Nationale and allow any other French library to access the database by using a packet-switching network.

The two-and-a-half-year contract, valued at approximately $1.4 million, marks Geac's first library automation sale in France.

● UTLAS, Inc., of Toronto has contracted with the Quebec Ministére des Communications to create a province-wide library network. The Quebec government will invest $4.7 million over a three-year period to set up a Quebec library service center offering UTLAS services, replicate the files created by UTLAS customers in Quebec, convert the manual cataloging in other provincial libraries, and create a French-name authority file.

UTLAS has been supplying online databases and services in French and English to Canadian libraries since 1973. Currently more than 280 institutions, consortia members, and government agencies in Canada, the United States, and Japan maintain individual databases through UTLAS facilities.

● At ALA Annual Conference in Dallas, Baker & Taylor President Pedro Mata and Ma Shiyi, director of special purchasing at Beida University in Beijing, announced an agreement for supplying scholarly U.S. books to university libraries throughout the People's Republic of China.

The project is part of a five-year effort to rebuild Chinese university library collections, and was facilitated by a World Bank loan.

Baker & Taylor says it was selected because it is able to ship virtually any book published in the United States. Mata led a delegation to China to negotiate the trade agreement early this year.

Title selection will be aided through the use of the Baker & Taylor magazine *Directions* and the Approval Program database retroactively for five years. The database provides access to more than 200,000 titles.

In addition to supplying books, a variety of other Baker & Taylor services will be available to the more than 100 universities expected to participate in the project. □

QUICK-BIBS: New and recent books on a timely topic

Bill Ott, compiler

PSYCHIATRY

One year ago this month, Judith Rossner published a novel called *August* (Houghton Mifflin, 1983) in which she explored an intriguing modern phenomenon: psychiatrists, particularly those in New York, tend to take vacations in August, leaving scores of patients to fend for themselves. In the year since Rossner's novel appeared, the psychiatric establishment has taken its lumps from several nonfiction writers. Now August has arrived again—and great hordes of psychiatrists are restoring themselves with gin-and-tonics in some tropical clime. It seems appropriate for "Quick-Bibs" to feature books suggesting that shrinks are less than all-knowing. What better therapy for those shrinkless dog days of August than for library patrons to read about their "right to feel bad."

Andreasen, Nancy C. *The Broken Brain: the Biological Revolution in Psychiatry.* Harper, 1984, $16.95. (0-06-015281-8)

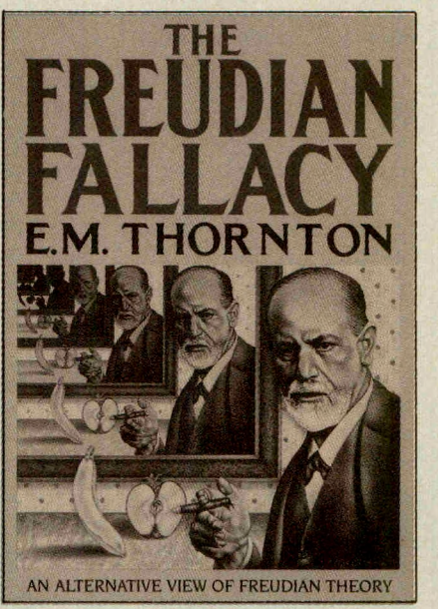
Andreasen's theory that many psychological problems have their origins in biology may not be exactly comforting; but at least some internists can be found in their offices in August.

Hazleton, Lesley. *The Right to Feel Bad: Coming to Terms with Normal Depression.* Dial, 1984, $13.95. (0-385-27684-2)

According to Hazleton, "normal" depression should be viewed as a curative process that allows us to overcome the losses we experience in life. Or, as Woody Allen puts it, "Anyone over 35 not terrified by death is crazy."

Heal, Edith. *August Break.* Sun & Moon Press, 1984, $12.95. (0-940650-45-2)

The premise of Heal's novel is identical to Rossner's: What happens to the patients while their shrinks are frolicking on the beach? In this version, though, the tables are turned: The psychiatrist suffers a breakdown while the patients heal themselves.



Thornton's research reveals that cocaine-induced erotic fantasies influenced Freud's personality and theories.

Malcolm, Janet. *In the Freud Archives.* Knopf, 1984, $11.95. (0-394-53869-2, 83-49416)

New Yorker staff writer Malcolm profiles Jeffrey Masson and the brouhaha surrounding his much-discussed *Assault on Truth* (see below). Her research provides a revealing glimpse of the bickering and in-fighting that takes place behind the psychiatrist's couch.

Masson, Jeffrey. *The Assault on Truth: Freud's Suppression of the Seduction Theory.* Farrar, 1984, $16.95. (0-374-10642-8, 83-20806)

Masson contends that Freud, fearing rejection from his colleagues, toned down his original "seduction theory" by pretending that sexual fantasies rather than actual sexual violence caused psychological trauma. One of the cornerstones of modern psychoanalytic theory, in other words, may have been based on deception.

Miller, Alice. *Thou Shalt Not Be Aware: Psychoanalysis and Society's Betrayal of the Child.* Farrar, 1984, $14.95. (0-374-27646-3, 84-6008)

Miller also has a bone to pick with Freud. She believes that his emphasis on sexual fantasies has made today's psychiatrists overly skeptical about their patients' claims of being abused as children.

Thornton, E.M. *The Freudian Fallacy: An Alternative View of Freudian Theory.* Doubleday/Dial, 1984, $17.95. (0-385-27862-4)

Thornton goes Masson and Miller one further. According to the author, evidence reveals that not only was Freud a coward, he was also a cocaine addict, and it was drug-induced erotic fantasies that prompted him to think all those nasty thoughts. No wonder we have a cocaine problem.

Twerski, Abraham. *Who Says You're Neurotic? How to Avoid Mistaken Psychiatric Diagnosis When the Problem May Be a Physical Condition.* Prentice-Hall, 1984, $12.95. (0-13-958448-X)

From our mothers to our psychoanalysts, someone is always telling us that our problems are "all in the head." Twerski doesn't buy it. "It's probably in your body," he coos reassuringly, while explaining the difference between schizophrenia and drinking too much coffee.

Weinberg, George. *The Heart of Psychotherapy: A Journey into the Mind and Office of the Therapist at Work.* St. Martin's, 1984, $15.95. (0-312-36594-3, 83-26946)

In this consumer's guide for neurotics, Weinberg describes everything from how therapists set fees and dress to what actually takes place (or should take place) during therapy. Buyer Beware: never choose a shrink who wears leisure suits. □

***Bill Ott,** who writes this column freelance for* American Libraries, *is books-for-adults editor of ALA's* Booklist *magazine.*

Battle lines drawn in censorship programs

NYPL panelists debate textbooks, public and school libraries

by K. M. Rosswurm

IF THE BATTLE OVER CENSORship is to be won, the victory will be achieved in the field, not at the negotiating table—or, in this case, at a panel discussion. In an attempt to establish the battle lines, the New York Public Library sponsored three June panel discussions on the topic "Censorship and Selection in Libraries and Schools: Who Decides?" The discussions, held in conjunction with NYPL's widely publicized exhibit, "Censorship: 500 Years of Conflict," indicated the depths of that continuing struggle. They revealed that reaction to censorship is more emotional than thoughtful, with little dialogue or compromise. As a result, the issue was reduced to a power struggle based on conflicting values and political principles.

Free-for-all on textbooks

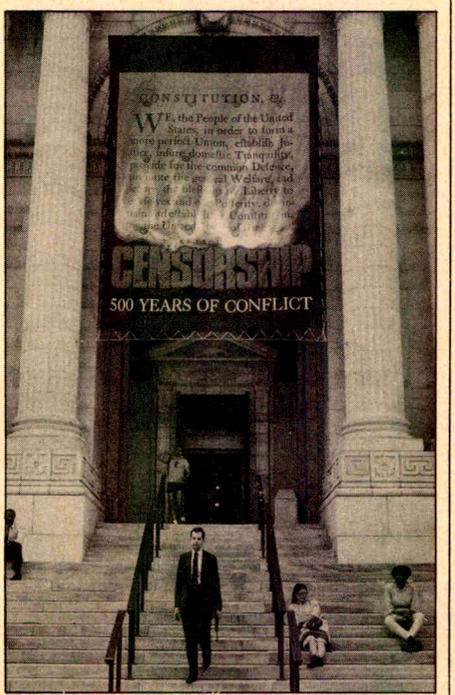
The first panel, certainly the least interesting, was "Textbooks: What Should Our Children Learn?" Because there were no prepared statements and very little structure, the program verged on a free-for-all. Though there were certainly points of contention on the panel, the principal disagreement was between some teachers in the audience and the panelists over parental participation in the selection of textbooks. A number of New York – area teachers questioned the ability of parents to evaluate texts competently.

Brooks Thomas, of Harper & Row and the Association of American Publishers, defended publishers' limited role in challenging restrictive textbook selection laws, pointing out that they must "first of all survive" as businesses and that they "could only do so much."

The most critical member of the panel, lawyer Michael Farris, made a heartfelt argument for creationism, for education as an inculcator of parental values, and against "one world government." Barbara Parker of People for the American Way took Farris to task for advocating the teaching of religion in public schools, pointedly rejecting his claim that creationism was scientific fact rather than religious faith.

Porn and public libraries

Far more stimulating than the first program was the second panel, "Public Libraries: Rights in Conflict." The proceedings were dominated by the impassioned antipornography appeal of feminist Andrea Dworkin and by the slick presentation of Moral Majoritarian Cal Thomas. Believing that the best defense is a good offense, Thomas said that he was trying to "defuse some of the negative knee-jerkism" of the right, while also "challenging and encouraging libraries" to include more materials on conservative views and values.



A banner above the entrance to NYPL's Central Research Library announces the library's censorship exhibition.

The two speakers verged on agreement in their opposition to pornography—Thomas as a religious conservative, Dworkin as a feminist. While championing the use of local ordinances declaring pornography a violation of women's civil rights, Dworkin encouraged librarians to collect pornography for study and research purposes. Under Dworkin's scheme, however, it would be illegal for libraries to display that "pornography," even in such censorship exhibits as NYPL's.

Barbara Rollock, coordinator of children's services for the NYPL branch libraries, and Judith Krug, director of the ALA Office for Intellectual Freedom, represented the library community with distinction. Krug countered Thomas's perennial claim that public library collections have a liberal bias and Rollock gave a simple but eloquent explanation of the difference between selection and censorship.

The school library battleground

The last of the three panels, "The Battle Over School Libraries," was undoubtedly the best. There were lively exchanges between the panelists and honest reactions from the audience, and the entire affair was expertly moderated by Edwin Newman.

With few exceptions, the members of the third panel saw the battle over school libraries as being fought between parents and boards of education, with librarians and students on the periphery. The three conservative members of the panel made their voices heard. Terry Todd of the Eagle Forum believed that if a book encouraged students "to break the law," it should not be in the library. Examples of books that encourage lawlessness include those that question authority or discuss homosexuality or extramarital sex.

Connaught Marshner, director of the Child and Family Protection Institute, wanted to enlist school librarians in policing student reading habits. She suggested that parents provide librarians with lists of books their children are prohibited from

---

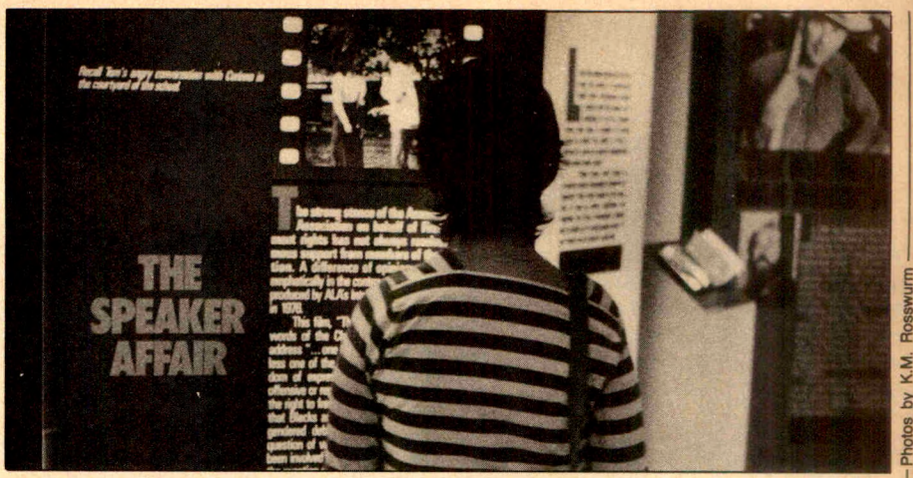
K. M. Rosswurm, head of adult services at the Mount Vernon (N.Y.) Public Library, covered these panel discussions for *American Libraries.*

checking out. She also stated that "ALA and *Publishers Weekly*" reviewers consider books "from an upper-class, Northeastern establishment perspective." This comment drew a howl of disbelief from the audience.

The third conservative on the panel, Lamaar Mooneyham of the Moral Majority, compared the parental restriction of a child's reading material to the limits parents place on where their children play or what they eat. He stated repeatedly that his group has never advocated censorship or "the removal of any books."

Freedom of choice defended

While the conservatives clearly thought that it was wise and good to control what children and young adults read, other panelists defended their right of choice. Author Norma Klein most vigorously advocated the freedom to read. "Even at 12," according to Klein, "even at five, we should be beginning the process of respecting our children and offering them diverse materials appropriate for their level." Frances C. Dean, director of the Montgomery County (Md.) Public Schools Department of Instructional Resources, did not go as far as Klein. She did contend, however, that a child reads from the perspective of past experience and the values learned at home. Dean suggested that the conservative fear of exposing children to new ideas was unfounded.



Photos by K.M. Rosswurm

One of the exhibits at NYPL deals with* The Speaker, *a film produced in 1977 by the ALA Intellectual Freedom Committee. The controversial film, which dramatized efforts to prevent a speaker from appearing at a high school, was accused by many ALA members of insensitivity to racial issues.

This notion of exposure to ideas was at the heart of the conflicts brought out in the three panel discussions. The liberal viewpoint supported free and open access to materials and confidence in the integrity and judgment of educational and library professionals. The conservative panelists, on the other hand, were suspicious of professionals and placed their trust in parental discretion. They articulated their position not as espousing censorship, but as advocating balanced collections and the right *not* to have to read objectionable materials.

The two viewpoints represented on the panels clashed because they were based on different assumptions and different values. They were visceral rather than intellectual reactions. The audience, in this same vein, resorted to long-winded statements and diatribes rather than asking perceptive, penetrating questions. If the panels were a marketplace of ideas, there were clearly more browsers than buyers. It seems unlikely that many minds were changed. □

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ALA

reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

Holley deserves gratitude

I WAS SURPRISED AND SHOCKED by the failure of ALA to take an active role in the Merwine Case. Every member of the library profession owes Ed Holley a debt of gratitude for the time, energy, and skill he contributed to the cause of upholding professional standards.

JOHN M. LINDSAY, Law Library, Temple University, Philadelphia

No short cuts or quick fixes

ED HOLLEY AND HIS ARTICLE ON the Merwine Case certainly need no defense from me, but I find Polly Coe's rebuttal (June, p. 376–77) disturbing. Since she is a member of the OLPR Advisory Committee, her letter may help explain some of the strange things which emerge from this body. It is understandable that an individual filing a law suit would use any potential justification that might help, but our own determination to be fair and lawful need not turn us to quivering jelly.

The Merwine Case has nothing to do with equal opportunity or affirmative action, and it is fortunate that at least the judge was able to see the absurdity of an argument that requiring a library degree discriminated against women when the vast majority of those holding the degree are women. Merwine was not qualified for the post simply because she is not a librarian at all, and nothing else need have mattered for ALA to support this case.

Beyond this specific example, however, I find it disturbing to learn from Coe that the law of the land requires us to seek shortcuts and quick fixes to implement equal opportunity, because my understanding of legal requirements suggests no such thing. We must determine that requirements are valid for all candidates, and we must insure that opportunities to meet those requirements exist. In most instances, minority candidates seeking professional posts would be better served to receive support in achieving the educational requirement if it is a valid one. That is more expensive and it takes longer, but it is a far better solution most specifically for the candidate.

Coe's statement that until ALA develops a certification technique, library managers would be illegal in refusing to consider a paraprofessional for a professional position is her own inflamed rhetoric; I hope that no reader will consider that opinion as a statement of law. Cases such as these will be considered, as they arise, on their perceived merits. ALA and other professional library bodies can help judges and juries make needed distinctions by providing expert testimony.

If certification techniques that differentiate between training and education, between skill and conceptual knowledge can be developed, then they will go a long way toward silencing some of the present automatic equivalency assumptions. However, if there are some who feel that without the support of hard test data we can make no worthwhile and informed judgments or recommendations, then our self-confidence is indeed at a low point.

HERBERT S. WHITE, ALA member, Indiana University library school, Bloomington

$4,000 for "irrelevant" piece of paper

I WAS EXTREMELY DISTRESSED TO read Polly Coe's response (June, p. 376–77) to Dean Holley's call for action in defense of the ALA-accredited MLS as a minimum qualification for employment as a professional librarian. It was especially troubling to realize her comments were expressed as a member of OLPR's Advisory Committee, following a direct assault on the status of librarians by the federal government's Office of Personnel Management, and coming at a time when pay equity and other remuneration issues are being fought daily.

If Coe really believes that her paraprofessionals are qualified to be librarians through experience alone, why does she then encourage them to spend over $4,000 just to receive a piece of paper she feels is irrelevant?

In many professional fields that do not have state examinations to certify the competence of the practitioners, it is standard practice to accept an accredited degree (frequently certified by a national association) as the basic entry-level requirement. To do any less with respect to librarianship will only serve to destroy the hard-fought advances made by our colleagues over the last hundred years.

ARTHUR L. FRIEDMAN, ALA member, Nassau Community College library, Garden City, N.Y.

Coe clarifies King-study reference

I WOULD LIKE TO CLARIFY A LETter that was printed in June (p. 376–77) regarding the MLS. I referred in that letter to the King Research study on competencies. The purpose of the King study is to study educational needs of the profession, not to validate the MLS as an entry-level requirement to the profession. My reference to the study did not imply criticism of the study, which I fully support, but was meant as clarification. Many professionals, even library educators, seem to think the King study will solve the "problem" of the MLS. The King study is a good first step, but it will have to be followed by considerably more research to validate the MLS.

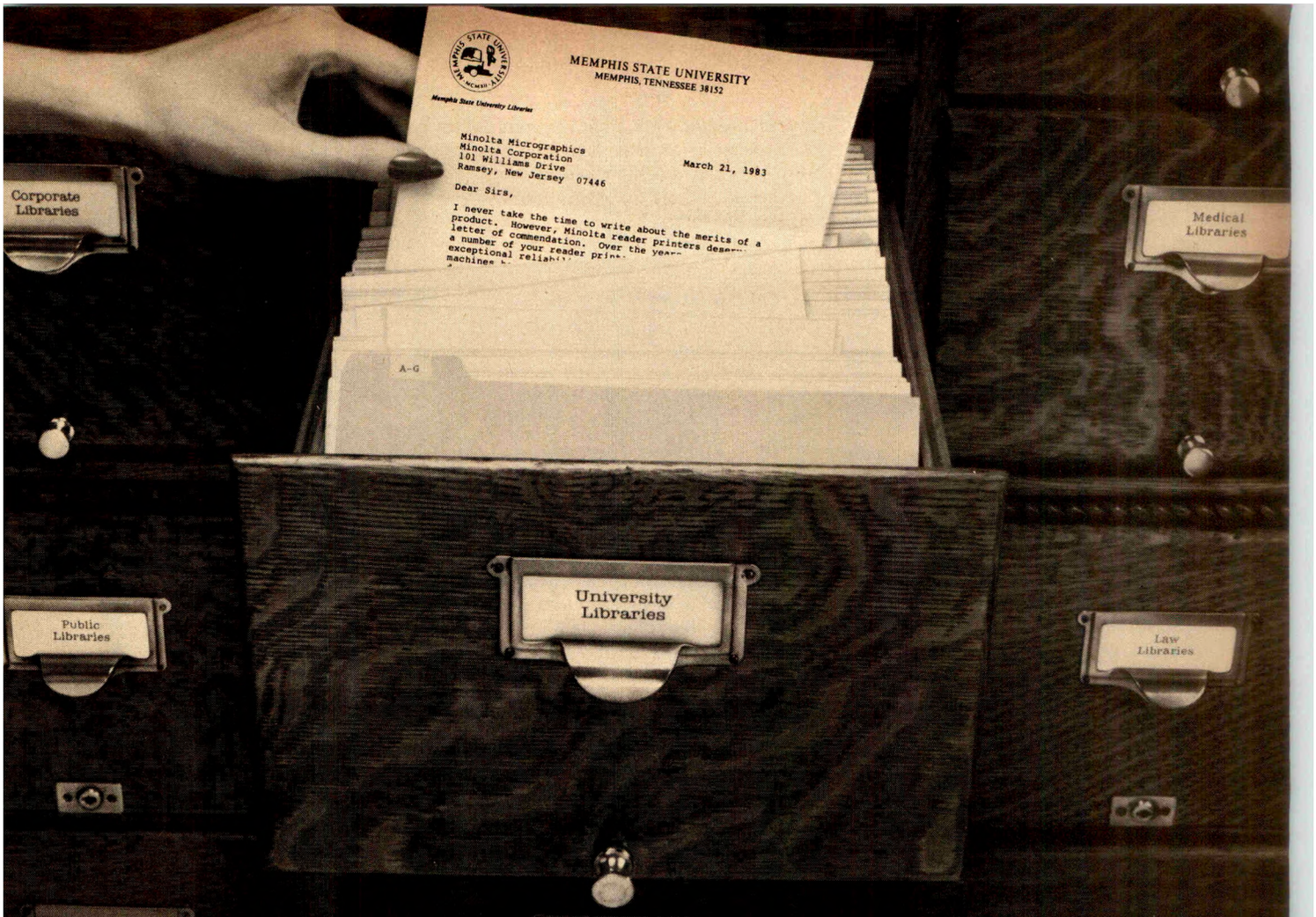
POLLY COE, ALA member, Santa Fe Regional Library, Gainesville, Fla.

LC personnel policies re MLS

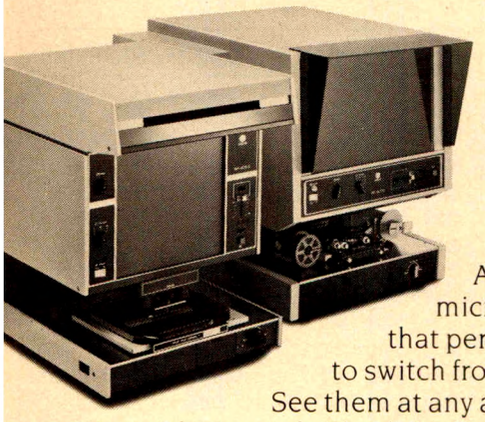
ALTHOUGH I CAN UNDERSTAND ED Holley's motive for writing "The Merwine Case and the MLS Degree; The Judge Rules for Logic and Common Sense" (May, p. 327–30), I fear that its emotional impact will cloud some of the main issues involved in the case and, indeed, in Title VII law. My purpose here is not to respond to all of the points raised by Holley. I assume others will address at least some of them in detail. Rather, I wish to clarify several of his references to the Library of Congress.

LC vacancy announcements for professional librarian positions carry the educational requirement of an MLS degree (though not an ALA-accredited MLS degree). Substitution of related relevant experience is allowed in lieu of the MLS degree. This policy of substitution is uniformly practiced in a variety of occupational job series, not only in the Library but throughout the federal government. In the case of professional librarian positions in the Library, some individuals with a high school education with the requisite related experience meet LC's basic minimum educational qualifications. The applicant supply pool is generally made up of applicants who fall anywhere in a matrix of education and related experience and those who have an MLS degree or higher. Experience has shown that individuals who possess certain combinations of education and work-related experience are able to perform the duties of many positions quite satisfactorily. Valid minimum educational requirements ought to be predictive of job performance. They are pass/fail standards or tests for eliminating unqualified people—those who *cannot* do the job.

In his article, Holley suggests, through some unnamed cynics, that LC adopted certain new personnel policies in the mid-seventies ". . . not on principle but to keep from being sued." The LC policy of substituting related experience for education dates back at least to the early 1960s. Two other events actually influenced the mid-seventies changes: 1) In 1972 the Library, like most federal agencies, came under the Civil Rights



THEIR REFERENCES WOULD FILL A LIBRARY.



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Act of 1964 and had to make certain changes to conform with the new legislation; and 2) through the collective bargaining process with the newly established labor organizations, most of our personnel procedures were subject to negotiation and were changed through that process.

Yes, I agree with Holley's observation that LC is somewhat atypical as an employer of librarians. Holley's own figures (five to ten percent of all academic librarians do not hold the ALA-accredited MLS degree) demonstrate that *many other libraries* are also atypical when it comes to hiring staff who do not have the ALA-accredited MLS degree requirement. The court record, through stipulations agreed to by both the plaintiff and the defendant, shows that the Mississippi State University library has hired staff who do not have the MLS degree.

GLEN A. ZIMMERMAN, ALA member and associate librarian for management, The Library of Congress

Will ALA defend its MLS?

DEAN EDWARD G. HOLLEY'S article (May, p. 327–30) is a quintessentially important one. It is so because it clearly presents a critical question, the answer to which has far-reaching consequences for all of us. That question is: Does the ALA *really* stand behind the requirement of an ALA-accredited MLS for most professional positions in most libraries? It was quite unwilling to do so in the Merwine Case because the case was held to be a "tangled" one in which the facts were "in dispute." (*AL*, Dec. 1983, p. 744). As Holley and the trial make clear, the basic facts are not at all in dispute. What was in dispute is whether the ALA-accredited MLS is a valid requirement for a professional position, and whether the librarian of Mississippi State University was justified in requiring possession of the degree of a prospective employee, and whether Glenda Merwine, an applicant, did or did not possess it. (The trial brought out, unmistakably, that she did not.)

ALA's unwillingness to enter the case —and some earlier ones—is, as Holley notes, in startling and contradictory contrast to its vigorous fight before U.S. Office of Personal Management in defense of the criterion of the MLS.

If we really believe this defense and other MLS-supportive statements by ALA, we shall have to be prepared to back it up in the courts and in legislatures. If we do not do so, repeated and undefended challenges will eventually lead to the erosion of the status and effect of the degree.

Holley tells us (p. 330) that the judge in the Merwine Case overturned the pre-plaintiff jury verdict, and ruled against her; that she has appealed his decision to the Fifth Circuit Court of Appeals; and that this appeal "would give ALA an excellent opportunity to enter the case as a friend of the court." Indeed it would. I join Holley in urging other ALA members to make their views on this very important question known.

After all, *we* are the ALA, and what our officials and representatives do affects us all. If they act contrary to our beliefs, we are ultimately responsible.

J. PERIAM DANTON, ALA member, University of California/Berkeley library school

For ALA action on the Merwine issue at Annual Conference, see page 490 and following—Ed.

We weed with care

I SAY "WHOOP HALLOO" TO J. Wesley Miller's article (June, p. 384–85) on irresponsible weeding. What he describes is of course deplorable, and it should go without saying (but needed to be said) that "those who deaccession without knowing what they are doing do not deserve to be called professionals."

I want Miller to know, however, that not all of us librarians are uneducated in the literature and bibliographic history of our nation and go about throwing away classics helter-skelter. I consider weeding as serious a part of my professional responsibility as collecting, and I approach them both in the same way: When making either type of decision, I consult a bibliography or another person I consider expert if the work in question is outside my subject area. I am, I feel confident, only one of many who do not skip lightly through the stacks weeding.

I am glad for Miller's concern. Many more "book people" outside the profession should be concerned about the libraries that serve them. As we librarians race to launch ourselves and our institutions into the computer age, as we necessarily must, there is the danger that in the midst of our new-found fascination with machinery we will forget that our original business was books, including the preservation thereof. We started out to be archival institutions for the printed word; we still are, and we will continue to be if the printed word continues.

NANCY M. SMITH, ALA member, Lonoke (Ark.) County Library

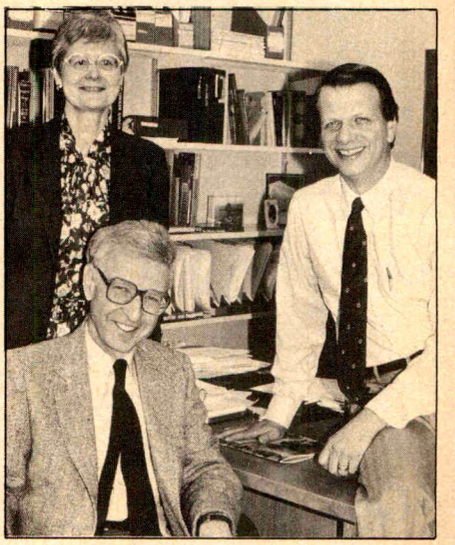
A luxury to retain seldom-used books

CONTRARY TO WHAT J. WESLEY Miller contends (June, p. 384–85), a book's intrinsic worth should not always be the primary factor in deciding whether or not to retain it. What's valuable to one library may well be superfluous to another.

Most libraries have only limited space. As librarians, it's our job to use this space effectively. Every book on our shelves has a storage cost; and unless our budget is unlimited or we are striving to maintain a definitive collection, we must make sure that the cost of retaining an item does not exceed its usefulness.

Of course, this in no way justifies weeding out of ignorance. But few librarians can afford the luxury of indefinitely retaining seldom or never-used books, regardless of how intrinsically important they may appear to be.

RONALD DALE KARR, ALA member, Transportation Library, Northwestern University, Evanston, Ill.



ALA Publishing's top-level team

A PHOTO WAS INADVERTENTLY reversed in last month's issue (p. 393). Corrected here, the photo shows ALA Publishing Services Director Gary Facente at right; Herbert Bloom, senior editor, seated; and Helen Cline, managing editor, standing behind Bloom.

Real reference problem is leadership

IT'S NOT SURPRISING THAT WILliam Miller is confused and depressed with reference service today. I certainly was after reading his article (May, p. 303+). However, I think the confusion is more in Miller's mind than in the field.

For example, Miller states at the start that "we have encouraged our bright and energetic people to jump on their horses and ride off in all directions," concluding that such unbridled enthusiasm only leads to others being overworked, the enthusiasts burning themselves out, and basic reference service being neglected. By the end of the article, he wants more planning and user surveys. So, which is it? Do we chain ourselves to the desk, or do we take time out to plan?

There is more of this: unread and unused reference sources, professionals doing clerical work, technology taking over our departments to no good end. Especially specious is the claim that library spending on staff

increases is the reason for higher taxes and tuition in colleges.

The real problem Miller has encountered is one of leadership. If books aren't being used, if people spend too much time in meetings, if staff are nipping bourbon on breaks, it is up to the department administrator, or that person's superior, to effect some changes and to keep matters from getting out of hand. What Miller describes is what happens when managers abdicate their responsibility to look after their department and its resources. Anyone who tolerates the chaos described shouldn't be a manager.

Libraries that promise more than they can deliver will soon lose that initial rush of business. Reference departments that don't keep up with the times will also find a decline in the number of people who rely on them. There is no crisis in reference. It is only the perpetual crisis of every organization that fails to provide responsible leadership, or neglects to amend its error when incompetence becomes manifest.

W. KEITH MCCOY, ALA member, Plainfield Public Library, N.J.

Relief that "I am not alone"

WILLIAM MILLER'S ARTICLE (MAY, p. 303+) expressed with candor many of the greatest current concerns of reference librarians. Yes, we do try to stretch ourselves too thin to provide database searching and new approaches to bibliographic instruction, and then worry about the depth of public reference service at the desk. If we guiltily curtail our attendance at conferences and workshops to mind the desk, we then have difficulty in keeping up with new theories and methods of doing the prolific aspects of our job; a situation which could be noticed by colleagues and astute patrons.

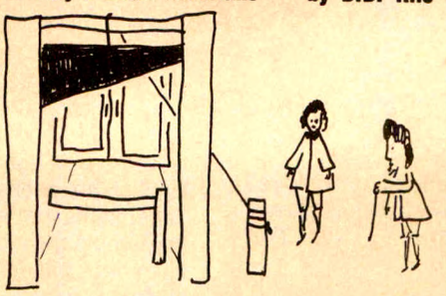
Miller's article on this dilemma is extremely well-thought and well-written, even suggesting the solution of altering staffing patterns. I put it down with a sigh of relief that the increased pressure for reference service in all its aspects is not a figment of my imagination — and that I am not alone.

ANNE MAIO, University of Hartford Library, West Hartford, Conn.

Don't sweep problem staff our way

I WORK IN A TECHNICAL SERVICES capacity, not a reference one. That is why I must take exception to one of Miller's suggestions (May, p. 303+) of what to do with people who cannot or will not change with the world around them. He writes: "Instead of renewing these people's perspectives and skills, however, or transferring them to non-public duties, administrators have found it easier (in the short run) to pass them by at raise time, giving them clerical chores or an increasing share of reference desk time. . . ." I can assure you, those of us

If they'd been librarians **by B.B. Rile**



M. Guillotine fails to develop a library security system.

performing non-public duties do not want them either. Our worlds change just as fast, and we suffer from work overload, too.

This leaves Miller's suggestion that these people's perspectives and skills should somehow be renewed. This is a difficult path to take, as changing people is a slow, painstaking task if it can be accomplished at all. From an administrator's point of view, it may well be more investment than it is worth, but it is possibly the only way available to us at this time. Whatever we do, let us not try to sweep these people into a non-public area so that we can act as if the problem does not exist. They can do as much damage in a non-public area as a public one.

ALINE SOULES, ALA member, Leddy Library, University of Windsor, Ontario

Response to subject access responses

PAULINE A. COCHRANE STATES that "the computer allows access in ways never dreamed of in a card catalog or printed index" (April, p.250), but the responsive comments published in April and May provide very little insight or realistic possibilities for large libraries involved with or contemplating automation.

Wellisch suggests that because brains and money are in short supply, an improved subject access system has not materialized (p.254). I believe that our profession does not lack brains, but most librarians faced with advanced technology understandably do lack imagination, a basic ingredient for creative activity. As suggested by someone, we do *not* need to wait until fifth-generation computers can provide better techniques.

With present capabilities, we should be aware of possibilities for developing data input, storage, and access methods that make the fullest use of the multi-dimensional power of the computer. No new approaches were offered for library databases with multi-million recorded items beyond full-text searching on titles or in combination with an augmented, more specific, modernized controlled vocabulary; display of alphabetically proximate terms; and natural-language access by terms in abstracts, tables of contents, and indexes. Realistically, the application of a new subject access system will necessarily retrieve only currently processed titles. Such an approach will obviously be untenable for scholarly research.

Wiberley, however, wisely points out that systems that provide increased access must take into account the potential for information overload and that they should be designed to help searchers reduce search results easily (p.255). It must be emphasized that systems should be developed to help searchers rather than to require them to apply complicated search techniques such as the use of Boolean operators. Any good systems analyst knows that Boolean operation is more confusing than helpful for the general user. Truncation techniques, too, unless well thought out, can cause strange results.

Additional subject terms per record recommended by subject specialists would be desirable, but much can be done with data already in records. Using such data as the edition information, publisher and/or publication dates, classification numbers, and various fixed field data delineated by MARC formats, a system can help limit a search by combining these data as commanded by searchers who can be guided by system prompts. Users should not be required to know the exact forms of access terms with complicated subdivisions or structure.

The LIAS system at Penn State University permits keyword access of matching terms from any access terms in a record plus those terms in proximity and provides a browsing capability from the selected term. From a selected record, one can also request a shelflist arrangement from the call number, and thus, the user can browse a classified order of titles or select a related secondary subject heading observed in the process and shift into a browse of all titles under the latter heading. The user can also limit a search by type of item (e.g., serial, microform) or library location or collection as coded in the record. Eventually, the system will provide a gateway to commercial online indexing and abstracting services to expand subject access capabilities, which would be economically unfeasible to develop in-house.

Some restructuring of both LCSH and the MARC formats would, of course, be desirable; but first, one must carefully consider some fundamental principles. Toni Petersen made a very significant point by stating that indexing terms and their authority apparatus should be clearly separated from indexing applications, and that one should identify wanted terminology and work it into an indexing system rather than treat subject terms and accompanying subdivisions as one unit on an authority record (April, p.255). Basically, systems development at Penn State has taken this approach: i.e., its Universal Entry Control allows a highly flexible bibliographic record access system.

KIMI HISATSUNE, ALA member and former Research and Standards Dept. chief, Pennsylvania State University □

action exchange

Checking out toys, drying out books, and keeping students quiet

Q. How do libraries catalog and check out toys? *Cindy Genovese, Director, Turtle Walk Toy Lending Library, Broward County Library System, 100 S. Andrews Ave., Fort Lauderdale, FL 33301* (*AL*, May, p. 288).

A. The Bethlehem Public Library takes a picture of every toy and keeps it in a notebook with an accession number and the number of toy pieces. Children and parents look through the clear plastic-covered pages of the notebook for a suitable toy, then ask for it by number. The toys are shelved in the Children's Department office.

Each toy is kept in a cloth bag with a drawstring. A plastic tag with the accession number and number of pieces in the bag is attached to the drawstring. When the toy leaves the library, a circulation slip with the due date is also attached to the tag.

The circulation department records the transaction. A piece of colored tape is placed on the picture in the notebook to show patrons the toy is circulating.

When the toy is returned, the children's room staff inspects it for missing pieces or damage before clearing the circulation record. If pieces are missing the patron is charged overdues until all pieces are returned or paid for. *Olga Conneen, Children's Librarian, Bethlehem Public Library, 11 W. Church St., Bethlehem, PA 18018-5888.*

A. Our toy collection has the following components: A statement of purpose; a shelflist card with a number, name, value, pieces, date of purchase, supplier, and suitable age; a borrower's slip with toy name and number, value, and number of pieces; sturdy drawstring bags with numbers; and a looseleaf notebook with a picture, number of pieces, and age level.

After each toy is numbered, its shelflist card is filed in a box in numerical order. The borrower's slip, signed by the patron, is clipped to the shelflist card when the toy is checked out and both are filed in another box behind the due date. Our loan period is three weeks and we charge 50 cents for missing pieces. *Alice E. Forsstrom, Children's Librarian, Warwick Public Library, 600 Sandy Lane, Warwick, RI 02886.*

A. After the toys have been purchased and the staff has played with them, each toy should be marked with library identification and a code number in an inconspicuous place. A marking pen with nontoxic indelible ink, a wood-burning pencil, or an adhesive sticker can be used, but remember that toys will be washed regularly.

One system for assigning numbers to a toy uses the first two digits for the recommended age span, the second two digits for a number assigned to the manufacturer, the third two digits to the manufacturer's list order, and the number following a decimal point to the number of moveable pieces. *Molly K. Governs, 21 Grand Blvd., Battle Creek, MI 49015.*

Q. How can school libraries dry out the soaking wet books students frequently return to us? *Norma J. Erickson, Librarian, Springfield Public Schools, 21 Roseland Ter., Longmeadow, MA 01106* (*AL*, May, p. 288).

A. The fountain in the middle of the Keene Memorial Library in Fremont, Nebr., attracted children and, too often, books. We dried the books out as best we could with towels and immediately put them in the self-defrosting freezer compartment of the staff-room refrigerator. In a few weeks, or two months at the longest, the books were dried out. We even saved a few glossy paper items that way, and the bindings were not as warped as they would have been if we'd tried to interleave the pages with absorbent paper. The freezing also prevented the growth of mildew.

When you remove the books from the freezer, they should be fanned open for one day to take care of the dew. For very thick books, you may have to turn pages while the book is in the freezer to expose all the wet areas to the moving air: the frozen books dry out by sublimation rather than evaporation. Altogether, it's a cheap approximation of the process and results of quick freezing and vacuum drying used when libraries get flooded. *Stan Schulz, Director, York Public Library, 306 E. 7th St., York, NE 68467.*

A. Seek detailed information from individuals in the preservation field before trying to dry wet books. Many factors must be considered such as paper stock, original condition of the book and binding, severity of the water damage, and timing. Brief "how to" instructions may prove dangerous. *Sally Roggia, Librarian & Conservation Specialist, Morris Library, Southern Illinois University at Carbondale, Carbondale, IL 62901.*

Q. What academic libraries have tested students for library competency? What tests were used and what were students' reactions and suggestions to improve the tests? *Jo Ann Carr, Chair, Wisconsin Library Association Education and Library Use Committee, 225 N. Mills, Madison, WI 53706* (*AL*, Feb., p. 74).

A. For the past year, we have been using the Library Skills Test developed by the Illinois Association of College and Research Libraries and published by the Scholastic Testing Service, Inc., Bensenville, IL 60106.

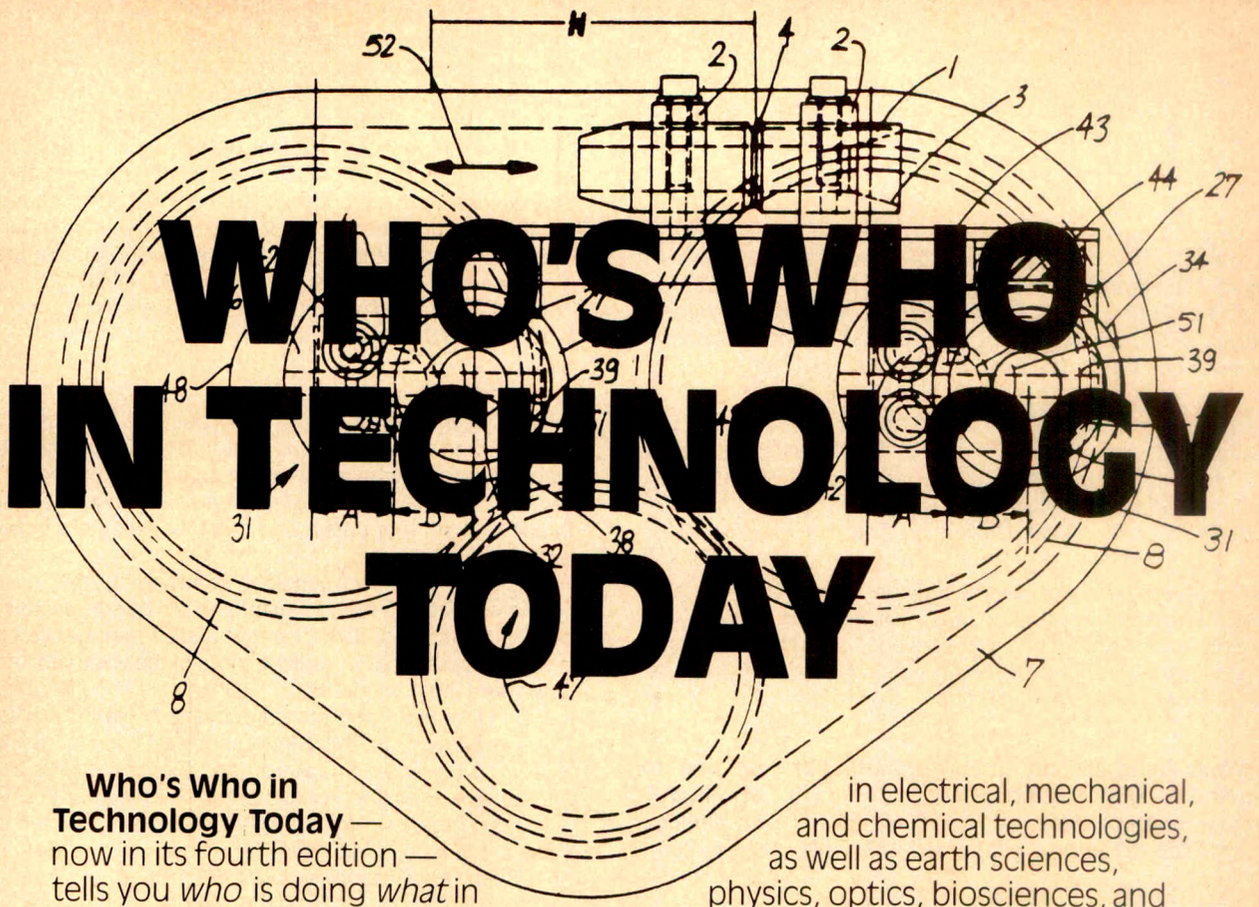
We have found it to be a very good test to use with our introductory use-of-the-library course. The students like the test and we find it identifies those who know how to use the library and those who don't. *Faye Belcher, Associate Director of Libraries and Associate Professor of Curriculum and Instruction, Camden-Carroll Library, Morehead State University, Morehead, KY 40351.*

A. We have designed a freshman skills test based on several standard tests and have revised it for clarity based on an analysis of results rather than student reaction. Our purpose is threefold: to alert students that library skills are important to them and the college, to assist faculty in recommending an English composition course, and to reinforce with the administration the role the library must play in students' lives.

We also designed subject tests in several disciplines under an NEH/CLR College Library Program grant. After examining test results and interviewing students who took our test in the first course for education majors, we revised it considerably. *Joann H. Lee, Head, Reader Services, Lake Forest College, Sheridan and College Rds., Lake Forest, IL 60045.*

A. The Association of College and Research Libraries publication *Evaluating Bibliographic Instruction: A Handbook* lists five published tests of library competency. *Sandy Whiteley, Program Officer, ACRL, ALA.*

(Continued on p. 488.)



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rp research publications

A. Laboratory work in and testing of library competency belongs in precollege schools and in teacher-training institutions. . . . Library resources should be an integral part of . . . teacher-training programs. *Ruth A. Bristol, Broadmead J-1, 13801 York Rd., Cockeysville, MD 21030.*

Q. Where can we get portable ultrafiche readers to go with our Library of American Civilization and Library of English Literature ultrafiche collections? *Douglas G. Campbell, Acting Ass't. Director for Technical Services, Libraries and Learning Resources, University of Wisconsin/ Oshkosh, Oshkosh, WI 54901* (AL, May, p. 288).

A. We use the Microbook 710 Portareader with the two collections. The reader, manufactured by Library Resources, Inc., has a three-prong plug, so we supply an adapter. *Francine K. Middleton, Microforms Librarian, Ellender Memorial Library, Nicholls State University, Thibodaux, LA 70310.*

A. Our library has been purchasing the "Commuter" portable microfiche readers with 48x lens, which work fine for the circulation of our American civ collection. *J. Carlyle Parker, Acting Library Director, California State College, Stanislaus, 801 W. Monte Vista Ave., Turlock, CA 95380.*

Q. What methods do undergraduate libraries use to maintain a quiet atmosphere conducive to study? *Plummer Alston Jones, Jr., Head Librarian, Elon College Library, POB 187, Elon College, NC 27244* (AL, May, p. 288).

A. A Procedure for Implementation of the Policy on Libraries Disruption documenting our authority to maintain an appropriate atmosphere for research and instructional support is posted in our undergraduate library. We also hired two retired university employees as library monitors for the five peak daytime hours Monday through Friday during the academic year. They stand at the entrance during class breaks to remind students to lower their voices as they enter. At other times, the monitors walk around the upper floors. Their presence has lowered the noise level significantly and is also credited with reducing thefts and keeping food and drinks outside the building. *Randall Hensley, User Education Librarian, Odegaard Undergraduate Library, DF-10, University of Washington Libraries, Seattle, WA 98195.*

A. Once in a while we have to become enforcers and ask noisy students to be quiet and stop disturbing others trying to study. If the students are working on a group project or need to discuss a problem, we offer them a conference room. If we are forced to warn them a second time, we ask them to split up or leave the library.

You may want to consider rearranging the furniture to promote quiet. We found it helpful to put our group study tables near the Circulation Desk so that a staff member can monitor. We also make random walking tours of the library to keep noise down and help students.

Paul D. Lubyen and others published "Reducing Noise in a College Library" in the September 1981 issue of *College & Research Libraries*, and Aaron and Elaine Cohen's *Designing and Space Planning for Libraries: A Behavioral Guide* also includes some useful information. *Mary Reimer, Head of Public Services, Greenville Technical College Library, POB 5616, Sta. B, Greenville, SC 29606-5616.*

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Over to you

1. Our academic library uses the standard three-by-five-inch "V"-shaped brackets at the end of ranges to give call number info. What other methods do libraries use to guide patrons through the stacks? What size, shape, and data can markers contain, and how are they produced? (Calif.)

2. Who manufactures good quality carpet squares that withstand heavy foot traffic, sliding chairs, and equipment on wheels of varying sizes? (Mass.)

3. What public libraries classify juvenile collections by LC and also obtain cataloging preprocessed through a jobber who uses MARC records? How do you cope with class changes that have not been updated on MARC for older titles that you reorder periodically? (Ill.)

4. What small-to-medium-sized libraries have developed written quantitative and qualitative performance standards for high-school-student aides? (Pa.)

Please send replies to Action Exchange

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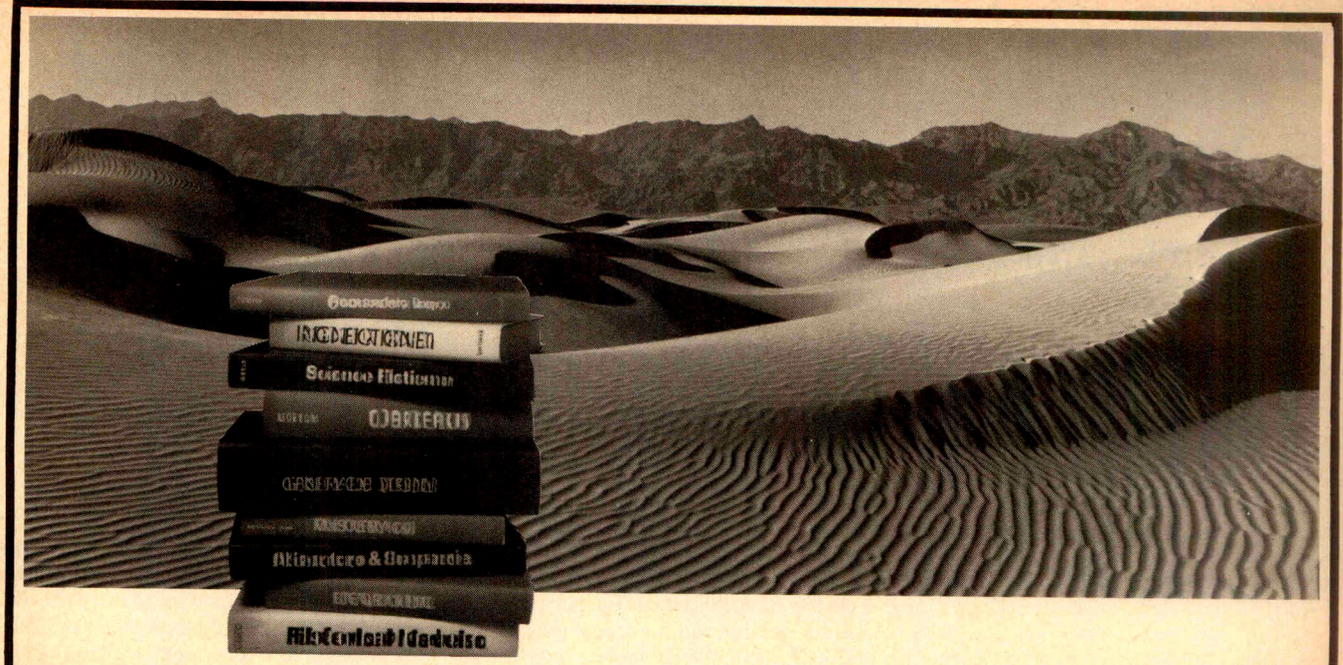

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ALA Dallas:

First runs, reruns, and a fun run

News gathered at the 103rd ALA Annual Conference

SOME 11,084 CONFERENCE-GOers broke a sweat along the "Paths to Power" laid down by President Brooke Sheldon as the theme of ALA's Annual Conference in Dallas, June 23–27. If perspiration was universal in the 100-degree heat, inspiration was less so; but it was there, especially in the stimulating programs instigated by Sheldon and in lively Council/Membership debate.

Among Sheldon's "first runs" were a Membership free-for-all on professionalism, the presentation of a major new report on libraries and educational reform, and a three-hour fundraising workshop premiering ALA resources for nabbing private funds.

Incoming President E. J. Josey also introduced some firsts, including a Commission on Pay Equity and a Committee on Library Services to Minorities, the latter to ride herd on recent national task force recommendations.

The ALA Executive Board set precedent by requiring an ALA-accredited MLS degree for the Association's new executive director.

Chief among the reruns was broad discussion of the MLS as a requirement for professional library employment in general, but this time with an intensity inspired by current events: the pending appeal of the Merwine Case, and the precarious state of many of the nation's finest graduate library programs.

Knowing you can run but can't hide from serious library issues, some 125 joggers and walkers sweated out the first of what will probably become an annual ALA Fun Run, this one an early-morning three-miler.

In the corridors of the Convention Center, thousands schlepped past more than 700 booths and 80 tables of exhibits, including the first-ever ALA Store and its stock of symbol-wearing Snoopies. (Highlights of new products and services will appear in the October *AL.*)

At the ALA Placement Center, once considered a no-fun run for scarce jobs, vacant positions outnumbered applicants by an impressive 857 to 699.

Racing through a conference site about the size of Rhode Island were the indispensable courtesy buses from Gale Publishing; Joan Goodsell, ace editor, and staff of the daily conference newsletter produced by the Junior Members Round Table; and four *AL* staffers, who offer the following selected news reports.*

First guest speaker Frances Fitzgerald, *rt., chats with ALA Councilor Martha Gould of Nevada after the opening President's Program on* Risk *and* Realities.

Sheldon and Shubert counter *Nation at Risk* with *Realities*

ALA President's Program I.

When President Brooke Sheldon appointed a Task Force on Excellence in Education last fall, she charged it to examine *A Nation at Risk*—which had overlooked libraries—and to develop creative strategies to involve libraries in improving education.

At Dallas, the task force came back with a published, 16-page pamphlet called *Realities: Educational Reform in a Learning Society,* and Sheldon presented a two-hour program to unveil the report to ALA members and notable "outside" commentators.

Designed for the public at large, *Realities* is a forthright, readable document that bangs away at four basic points: learning begins before schooling; good schools require good school libraries; people in a learning society need libraries throughout their lives; and public support of libraries is an investment in people and communities.

Building on the premises of *A Nation at Risk,* the report shows how the aims of a learning society cannot be met without first-rate library services at all levels. The full range of library activities are enumerated, as are the public actions necessary to achieve a top-level system with equal access for all.

The report is unabashedly a librarians' view of the library's educational role, prepared by a group of library leaders who know from experience how great that role can be: Joseph Shubert (task force chair), Rebecca Bingham, Elizabeth Day, William DeJohn, Richard Dougherty, Virginia Mathews, Donald Sager, Peggy Sullivan, and Eileen Cooke.

As a concise case for the library role in educational reform, the report will be useful to advocates of all types of libraries in seeking favorable legislation. Some 15,000 copies were distributed at Annual Conference; more will be made available soon and announced in *AL.*

Giant-screen response

Among those asked to comment on the *Realities* issues was long-time friend of libraries Congressman William Ford (D-Mich.). A videotape of Ford in a phone conversation with Brooke Sheldon was projected on a giant screen, and Ford's blunt remarks delighted the audience. He said the biggest problem in educational reform is people who talk about the problem. "Citizens won't support good schools with money; they only know how to complain." Skeptical about studies and reports, he noted that "nothing in *Risk* was new to me." He advised short-range programs geared as much as possible to localities; "You can't treat it (education) as a system." He said he would try to come to ALA Midwinter so he could help "the *new* president write his library policy."

Author Frances Fitzgerald, of late a critic of textbooks, said the findings of *Risk* describe a cultural impoverishment in America. Textbooks, she noted, are censored by everyone rather than a central body, and as a result contain "pure white sound." She accused conservatives of "a higher illiteracy," and called on librarians to "let go your habits of defensiveness and take the offensive."

Communications law attorney Ann Branscomb saw the future library challenge as one of bringing coherence and cultural relevance to the growing diffusion of data. Moderator

*Lois Pearson, Susan Brandehoff, Gordon Flagg, and Art Plotnik. For further information on conference activity, see ALA unit publications, reports in the *Library of Congress Information Bulletin,* minutes of the ALA Council and Executive Board (available after October from Miriam Hornback at ALA Hq.), and a list of sessions on audio cassette from Eastern Audio Assoc., 8980-B Route 108, Columbia, MD 21045 (Tel: 301-596-3900).

First ALA Fun Run & Walk

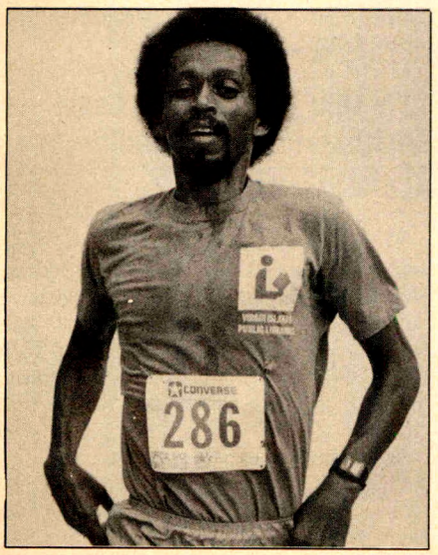
Librarian Wallace Williams, who runs for a Virgin Islands national team, breezed in ahead of some 125 huffing colleagues taking part in the first ALA Fun Run and Walk early on a hot Sunday morning in Dallas. Williams completed the three-mile runners' course in approximately 16:35.

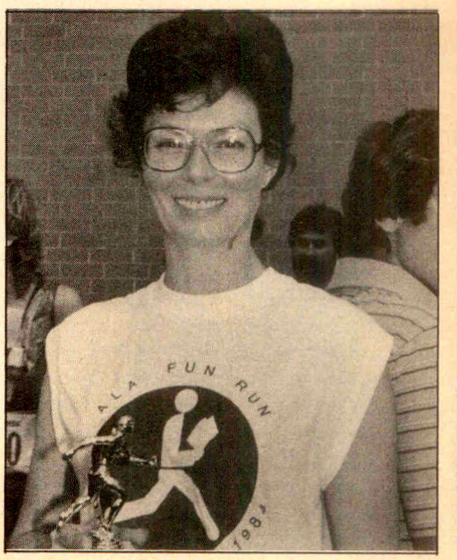
Tops in the women's category was Maxine Leeds Snow, a reference librarian at Loyola University in New Orleans. Her time, 21:16. Sylvia Ruth Blair, a youth librarian in the Dallas Public Library system, outpaced all men and women in the two-mile walkers' course, finishing at 25:54.

The event, which rewarded all participants with a running-librarian-logo T-shirt, was organized by Sherilyn Bird and Sharon Criswell of Southern Methodist University Libraries and Emily Matteucci of Dallas Public Library. Nine sponsors funded the run, which may become an annual activity.

Warm-up. A team from the University of Arizona sprints for the camera.

And they're off. A Texas pigeon, left, gets a bird's-eye-view of the runners' group, beginning its three-mile course near the Hyatt.





Winners. (From l.) Wallace Williams, Virgin Islands public library administrator; Maxine Leeds Snow of Loyola; Sylvia Ruth Blair, Dallas PL.

Maurice Mitchell, Annenberg Schools of Communication, concluded the panel segment with a view more optimistic than that of Rep. Ford: "If you show what's possible with sacrifice, people will make the sacrifice."

Workshop rallies librarians for assault on private funds

ALA President's Program II.

In a lively, mixed-media workshop played to a full ballroom, librarians got a three-hour lesson in how *not* to do it, how to do it *right*, and what to do it *with* when seeking private funds to bolster libraries.

"Raising Funds for Libraries: Paths to the Private Sector" fulfilled one of President Sheldon's 1983 promises, to train trainers and provide training packages at the 1984 Annual Conference. Participants not only heard from fundraising pros and workshop leaders, but viewed a new, 10-minute slide-tape program available for local library campaigns and received a five-piece publication kit filled with ideas and resources.

The kit, a training manual, and a 90-minute videotape of the Dallas workshop are being made available at $200 to all program planners through the ALA Public Information Office, 50 E. Huron St., Chicago, IL 60611.

Lillian's list

Lillian Bradshaw, newly retired director of the Dallas Public Library and a Dallas civic leader, launched the workshop with a formidable list of challenges facing library managers today—challenges to which one answer is private funds. Among her items: The public wants new services but opposes tax increases; the governing body calls for cuts; the pressure is on to charge fees, freeze hiring, use volunteers, or prepare a "hit list" of low-priority programs.

First principles of fundraising, said Bradshaw, are that it needn't endanger tax support, and that its benefits go beyond money received to include alliances with other community groups, political exposure, and new respect gained from a successful program. Bradshaw prefers to call fundraising "public-private partnerships."

Three situational-comedy skits starring familiar ALA faces demonstrated some of the pitfalls in fundraising—the worst of which seemed to be uncertainty over the library's programmatic goals.

Consultant Florence Green, a dynamic performer, reviewed the skits and offered humorous but pointed tips for success: e.g., "Practice saying big numbers in front of a mirror; then, before the prospective donor, say them, and shut your mouth! Don't talk the gift away."

Green took a shot at the report of ALA's Task Force on Excellence in Education (see preceding story), calling it reactive, not proactive. "Talk about what you can do, not what you need," she advised.

The premiere of *Always in Season* showcased a 140-image slide/sound production presenting the library in a favorable (and accurate) light. Priced at $150, it is available in formats that can accommodate local insertions. Write the ALA Public Information Office for details.

M'Bow denies UNESCO threatens press freedom

President's Program III, with the International Relations Committee.

Questions about the United States intention to withdraw from the United Nations Educational, Scientific, and Cultural Organization attracted scores of listeners to the program "Access: The International Dimension" June 22.

UNESCO Director-General Amadou-Mahtar M'Bow said UNESCO's efforts in the communications sphere aimed at "the affirmation of pluralism on a planetary scale just as much as on the level of each human community."

Attempts to achieve a freer international flow of information and eliminate imbalances between the member states led to discussions of a so-called new world information communication order, the director general said. M'Bow went on to discuss UNESCO's library activities.

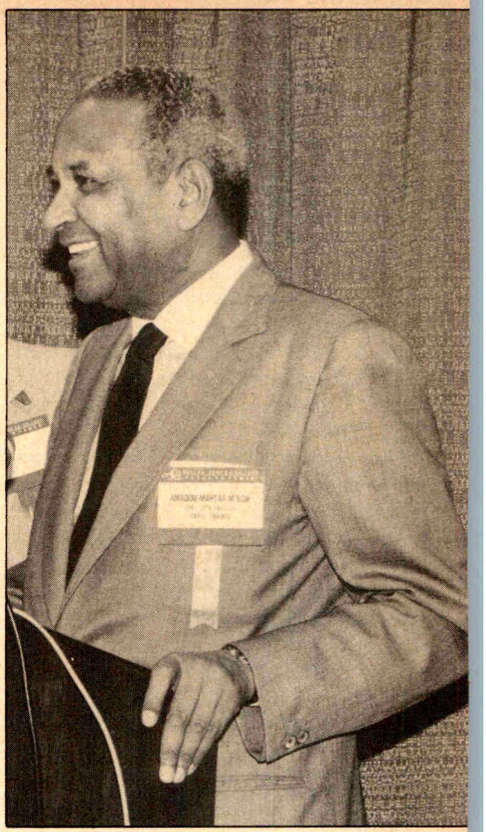
In presenting an American view, speaker Leonard R. Sussman of Freedom House in New York City declared he believed the free flow of information issue was the most important single factor in preparing for U.S. withdrawal.

Sussman said Western reporters viewed the undefined new world order as a plan to control the press, although no such objective was ever approved. He added, "valid criticisms of Western journalism and the Third World's natural yearning for better coverage and infrastructure were lost in eight years of Western reporting of these acrimonious debates."

The talk of licensing journalists, assigning them "responsibilities," and monitoring their output hurt UNESCO in the eyes of the influential liberal wing of the American press, Sussman stated. The defeat of the Third World proposals was forgotten as liberals joined conservatives in attacking UNESCO's excesses.

Sussman believes the decision to withdraw from the organization was taken by five or six individuals against the best advice of those Americans and their allies who know UNESCO best. Sussman called on librarians to "make the most of the next six months" and urge officials to reform UNESCO.

M'Bow had read his formal script in English with difficulty, but he replied to questions quickly and passionately in French, which was translated simultaneously. "In no UNESCO decision or program will you find any attempt to challenge the freedom of the press," he declared.



He pointed out that most news comes from five major agencies based in the industrialized nations, and the developing countries feel their image is distorted. "For true freedom to exist, the Third World must be able to present its own views," the director general said.

"Honest people now demand that what they are being told is truth," M'Bow concluded. "We need plurality."

In an earlier press conference, M'Bow told reporters he had come to the ALA conference because he was asked and because "UNESCO couldn't function without its member organizations. Plus I have learned much coming here . . . I have never ceased saying that information . . . is crucial to the development of nations, and indispensable to international cooperation."

ALA role in Merwine Case creates clashes at Dallas

ALA Membership and Council.

The Great Debate on the Merwine Case surfaced early in Dallas, fueled by Edward Holley's contention that ALA should have defended the MLS in the trial court (*AL*, May, p. 327–30). Council Document 10.1 (available from Miriam Hornback at Headquarters) provided background for the discussion.

The case of Glenda Merwine against Mississippi State University involved two ALA policies: the validity of the ALA-accredited MLS, and equal employment opportunities, Executive Director Robert Wedgeworth explained at the Council/Executive Board in-

***At a press conference** prior to his appearance as a speaker, UNESCO Director General Amadou-Mahtar M'Bow, left, enjoys a light moment with ALA Executive Director Robert Wedgeworth. But questions and responses concerned the serious matter of U.S. intent to withdraw its membership. M'Bow said UNESCO had already been studying its policies, but was now inspired "to go further with these studies."*

formation meeting June 23. The jury overlooked the MLS qualification and found sex discrimination. The magistrate overturned the jury verdict and rejected the argument questioning the validity of the ALA-accredited MLS. Wedgeworth said the validity of the degree is not likely to be decided in Merwine's appeal due to the magistrate's decision.

In an Open Discussion on Professionalism scheduled by President Brooke Sheldon at Membership Meeting I, members expressed varying opinions.

Martha Gould declared that if ALA were truly a professional organization, it would have defended the MLS in the Merwine Case.

Christie Vernon reported that the Merwine decision has already been used to preserve a Virginia law requiring the ALA-accredited degree in library certification. When a new bill threatened to abolish the requirement, Virginia Library Association members cited the Mississippi magistrate and legislators defeated the bill.

Mary K. Chelton demanded that Wedgeworth explain the legal strategy and philosophy behind ALA's position.

Both sides asked ALA to testify, Wedgeworth said. Lacking the resources to do independent discovery, he explained, the Association usually does not enter trial cases where facts are being established; it files as a friend of the court later. Since trial court proceedings have little precedential value, this strategy allows ALA to spend its legal dollars more effectively. ALA has requested a delay in the appeals court so that it can file a brief if the Executive Board so decides, Wedgeworth added.

Councilors fought over the issue in Council II June 26. Gilbert McNamee proposed, in Council Document 48, that ALA reaffirm its policy designating the MLS as "the appropriate terminal professional degree for academic librarians" and Councilors quickly approved.

But the second part of CD48 mandating that ALA enter the Merwine Case on behalf of Mississippi State University renewed the debate. Invited to address Council, Past-President Holley supported the mandate. Professional degrees in this country are under attack and we are going to have to make a stand to defend the standards ALA has worked so hard for, he said.

Wedgeworth responded: "We will have to make a stand at some time, but we don't feel this is the time."

Jim Ramer demurred: "We can't wait for the 'perfect' case. The symbolic gesture would be worth the money." (A deposition would cost between $1,000 and $4,000, it was reported.)

"This is a bad case," said Dorothy Broderick. Councilors argued over amendments to keep options open or refer the issue to the Executive Board.

Eric Moon proposed a straw vote, "to get through to the board without tying ourselves in knots." A majority voted against entering the Merwine Case, but the debate continued.

Alice Ihrig proposed referring the total debate transcript to the Executive Board. The board is able to move on advice of staff and legal counsel, she said, adding, "We're not prepared emotionally or factually."

Council agreed, and voted to refer.

At Membership Meeting II the next morning, John Berry of New York moved to set aside the Council action, aiming to put the Merwine Case back on the agenda of the ALA governing body.

George Bailey opposed the move, saying, "Although Council was confused, at the end it became clear . . . None of us is against giving total support to the MLS."

Gary Purcell argued that the straw vote on entering the case was "overwhelmingly NO."

OLPR Director Margaret Myers reported that the OLPR Advisory Committee is studying the policy and the case, giving everyone a chance to respond.

The Berry motion was defeated by more than three-fourths of the Membership.

Redefine shared enterprise, Wedgeworth tells ALA

ALA Membership Meeting I.

In his State of the Association report, Executive Director Robert Wedgeworth commented on his decision not to renew his contract next year. "The ALA Constitution specifies no tenure, so I selected an appropriate time for me—my birthday, July 31," he said.

On the eve of entering his 13th and final year at ALA Headquarters, Wedgeworth recalled his correspondence with the late Keyes Metcalf. In the early 20th century,

***Mover In repose.** The moving councilor (Gil McNamee, California LA), having moved a key motion in support of the MLS, now relaxes, Western style, between Council debates.*

Metcalf had written, ALA leaders discussed library issues, with no segregation by type of library or activity.

"The roots of ALA lie in shared enterprise," Wedgeworth said. "The most important task ahead is to redefine what I consider to be the shared enterprise of ALA. We must focus on two basic elements—maintaining and developing a strong central organization and providing support and flexibility to specialized units. Form must follow function."

Members must continue to recognize the success of the Association. If ALA were ineffective and lacked influence, people wouldn't bring exciting projects to meetings.

"We need to have confidence in our ability to influence the future," he said. "We took the lead in looking at what automated equipment could do for libraries —I'd like to see us look to that confidence more often than we have in the past."

Wedgeworth reported ALA membership at an all-time high last Aug. 31. The Association ended the fiscal year with a surplus and erased the deficit. Responding to membership requests, he added, Headquarters produced its first published annual report for the full membership. (*AL*, April, center spread).

Equality of Access Commission nears completion of report

Council.

It's a big mistake to think the electronic age will diminish the role of libraries, Dan Lacy of McGraw Hill told Council June 24. Instead, he said, the library burden will be heavier than ever, because much of the population will have no other resource for their crucial but infrequent use of databases.

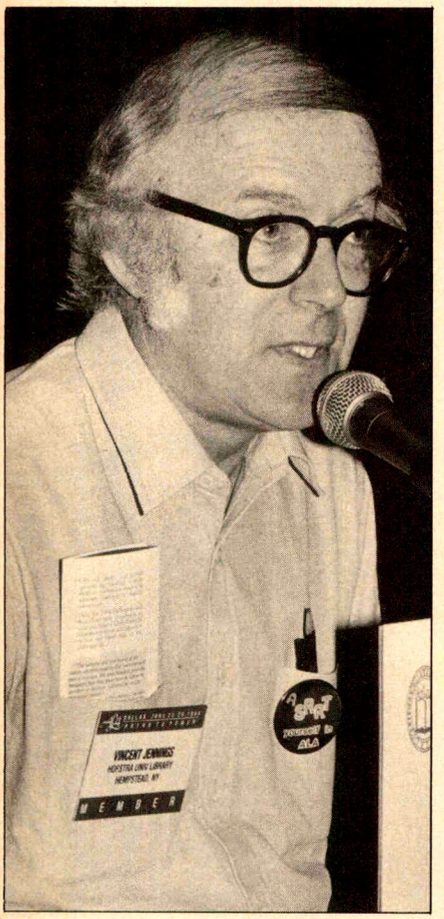
Lacy presented highlights of the forthcoming report of the ALA Commission on Freedom and Equality of Access to Information. The privately-funded commission was appointed in June 1983 by President Carol Nemeyer.

Freedom of equality to online databases was the most-discussed topic, Lacy said. The commission has not reached a clear consensus on the question of equal broadcasting time, but will take a position on time given to public issues. Lacy proposed that studying freedom of equality of access to information become a continuing ALA project because of flux in communications.

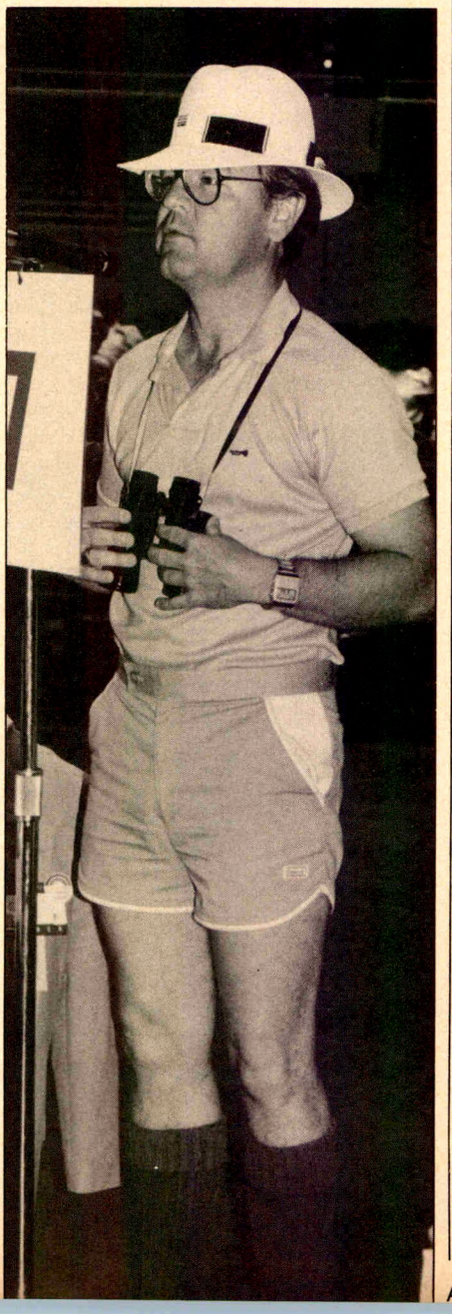
Several councilors expressed fears that ALA might be seen as taking a mixed stand on such issues as library-user fees. Lacy said it is a report *to*, not *of* the Association, and will express the views of the commission's 55 members. Later Lacy agreed that before publishing the report he will present it in written form to Council at its Information Meeting at Midwinter Meeting Jan. 7.

Intellectual freedom inroads

The annual report of the Freedom to Read Foundation, read to Council II by Ella Gaines Yates, celebrated intellectual freedom victories during the past year. The foundation was successful in the case of *Janklow* v. *Viking Press* in limiting the



Above: Members CAN influence ALA, *as Vincent Jennings of Hofstra University Library learned. His motion that ALA join the Citizens Against Nuclear War (CAN) passed Membership and Council.*



Right: Bird-watching *over the fate of the National Audubon Society Library is Councilor Duane F. Johnson of Kansas, who dressed up—or stripped down, actually—to move that ALA discourage the planned auctioning of this national resource.*

Membership actions

At its meetings June 25 and 27, ALA Membership adopted and referred to Council resolutions that:

1. The American Library Association urge the withdrawal of all American military personnel and the cessation of all military aid and covert intervention in Central America. (Rejected by Council).
2. The American Library Association join the Citizens against Nuclear War Coalition as a member organization. (Adopted by Council.)
3. Any personal member of the American Library Association may attend Membership and Council meetings, whenever and wherever held, by showing either a conference badge for the day of the meeting or a current membership badge. (Referred to COPES by Council.)

Members also paid standing tribute to the late William R. Hawken, Valmai Kirkham Fenster, Susan Collier, Edwin Castagna, and Keyes D. Metcalf. Membership also adopted resolutions commending attorney William D. North for his 15 years' service on the Freedom to Read Foundation Board of Trustees, and Philip J. McNiff, former Boston Public Library director and Association of College and Research Libraries president, for his 50 years of distinguished service in the library world.

effects of libel litigation on the distribution of materials, and in two Minnesota cases challenging the right of school districts to cancel invitations to speakers. A challenge to National Security Agency suppression of material in a private library has prompted declassification of most of the materials involved.

The foundation recently filed an *amicus curiae* brief supporting the American Booksellers Association's challenge of an Indianapolis antipornography ordinance to suppress graphic depictions of "the subordination of women."

Nearly $20,000 was appropriated by the foundation to support First Amendment issues, in addition to ongoing litigation.

The Intellectual Freedom Committee's report to Council described ALA's participation in a program with the American Bar Association and other groups to celebrate the bicentennial of the ratification of the U.S. Constitution.

ALA Exec Director hopefuls must hold ALA master's

ALA Executive Board.

Setting up a search process to find a new ALA executive director is "the most pressing issue before the Executive Board at this time," President Brooke Sheldon told the board* on the opening day of Annual Conference.

Responding to Robert Wedgeworth's announcement at the spring board meeting that he would terminate his tenure at ALA July 31, 1985, board members had prepared search process models, a position description, a timetable for action, and data on search firms.

The board's "moment of truth," as Past-President Carol Nemeyer described it, came three days later when the board considered whether it wanted a library professional or an administrative expert for the job.

Bill Summers moved "that the Executive Board adopt a personnel policy that the next Executive Director of ALA be a librarian of significant professional stature with an earned ALA-accredited MLS degree."

Margaret Chisholm proposed qualifying the ALA-MLS as "preferred," but President-elect E. J. Josey disagreed. "Membership feels ALA doesn't support the degree," he said. "This would give clear support."

Asked for a legal opinion, Mary Hutchings Reed counseled that to avoid lawsuits the policy should say "ALA-MLS or its equivalent" or "ALA-MLS is desirable." Personally, Reed said, she could understand the reasons for specifying the accredited degree, but suggested the board should articulate the reasons.

The board voted unanimously to adopt Summers' motion.

On June 28 the board authorized Josey to call a special meeting to consider the search process. The new president scheduled an all-day meeting at the O'Hare Hilton in Chicago July 16.

$9.5 million budget adopted

The Committee on Program Evaluation and Support reported that the projected ALA year-end operating balance is $108,924, compared to the previous estimate of $18,225. COPES urged continued careful control and budget restraint.

Pending final results Aug. 31, COPES recommended preliminary approval of the 1985–86 budget with a $9,548,581 general fund ceiling. The budget includes major equipment purchases of $247,380; $160,600 for additional positions; and $206,000 for staff salary and benefits increases, an average of 6 percent.

COPES also approved management's plan to complete the 1985–86 budget at Annual Conference next year so that the budget is in place at the beginning of the fiscal year Sept. 1.

The board approved the budget and the new budget cycle and asked that all units be notified immediately. The board asked COPES to develop an operating agreement with the round tables.

At the request of Judith Farley, chair of the board's Personnel Committee, the board also voted 6–4 with one abstention for a three-percent advance in the staff grade structure and implementation of the performance distribution target and percent of increase/decrease recommended by the committee.

The Exec Board also:

- elected Lillian Bradshaw as ALA Endowment Trustee for the 1984–87 term;
- recommended to the Public Printer the appointments of Diane H. Smith, Sandra McAnnich, Robert A. Walter, Philip Van de Voorde, and Frank Lee to the Depository Library Council;
- confirmed New Orleans as the site of the ALA Annual Conference July 9–14, 1988;
- approved an Association of College and Research Libraries request to hold its fourth national conference in April 1989 in Cincinnati;
- approved in principle a Young Adult Services Division intergenerational programming project;
- authorized Wedgeworth to negotiate a preliminary contract with consultant Glenn Tecker to develop an action plan for long-range planning (see story);
- Approved Josey's Committee on Library Services to Minorities (see story); and
- accepted the final report of the Federal Librarians Round Table Task Force on Fed-

* Present were President-elect E. J. Josey, Treasurer Herbert Biblo, Executive Director Robert Wedgeworth, Immediate Past President Carol Nemeyer, Margaret Chisholm, Jane Anne Hannigan, Judith Farley, Regina Minudri, David Snider, F. William Summers, Arthur Curley, and Beverly Lynch. Biblo and Nemeyer completed their terms June 26 and new Treasurer Patricia Schuman and member Elizabeth Futas joined the board June 28.

Former First Lady & Friends

Rosalynn Carter talks books and politics at the Friends of Libraries USA luncheon and accepts a Friendly T-shirt.

eral Library/Information Policy Issues and referred to the Council Committee on Organization the task force recommendations for an ALA role in responding to critical issues facing the federal-library community.

IFLA: Chicago expects 2,000

ALA Executive Board.

Plans for the Aug. 18–24, 1985 International Federation of Library Associations and Institutions General Conference in Chicago have shifted to the operational phase, reported International Relations Committee Chair Tom Galvin.

More than 2,000 people are expected to attend the conference at the Palmer House, IFLA '85 Coordinator Robert P. Doyle told the board. Librarians are enthusiastic about the plans, and the United Exposition Services Company has offered vendors free storage space between the ALA Annual Conference July 6–11 and IFLA '85 Aug. 18.

Shirley Echelman of the U.S. Organizing Committee was cited for her "splendid efforts" in fundraising, which has gone into its second phase. More than $100,000 has been raised in cash and services.

The preliminary program for IFLA '85 will be distributed at the Nairobi conference this month and is available from Robert Doyle at ALA Headquarters.

AASL survey: Split undesirable but may be most workable option

American Association of School Librarians.

The results of a survey of AASL members regarding the division's future with ALA were announced at AASL's membership meeting. The division is considering three options: 1) improving AASL's ability to work within the present ALA structure, 2) moving ALA toward a federated type of organization, or 3) separating from ALA and/or establishing a new, independent organization.

The survey of about 20 percent of AASL's members indicated:

- AASL's present structure as an ALA division is considered the most desirable option because of the strength in numbers of the entire ALA membership and the professional unity resulting from such affiliation; but this structure is also thought of as the least workable of the options. The separation of AASL from the Association is considered the least desirable option, but the one that would probably work best.
- The "constraints" of the present ALA/AASL structure outweigh the benefits, according to 64 percent of the respondents. Seventy percent say the requirement to join ALA in order to belong to AASL hampers the division's growth, and 71 percent feel membership in AASL will increase if the division secedes.
- Seventy-one percent believe the current allocation of dues between ALA and AASL is unfair and that the division should receive a greater share.
- If AASL raises its dues following the recent dues increase by ALA, 12 percent of the respondents say they will quit AASL, and 35 percent will quit both ALA and AASL. Younger and newer members have signifi-

Acts of Council June 24–27, 1984

At ALA Annual Conference in Dallas, Council passed the resolutions listed below by Council document number. To obtain any document, send your request with a self-addressed stamped envelope to Miriam Hornback, Council Secretariat, at ALA Headquarters.

The Council voted to:

CD39. Adopt the Guidelines for Practice and Principles in the Design, Operation, and Evaluation of Student Field Experience in Library and Information Science developed by the Information Organization Heads Task Force on Internships and Field Experiences and recommended by the Standing Committee on Library Education (SCOLE).

CD42. Incorporate in the ALA goals and priorities statement the "creation, maintenance, and enhancement of a learning society."

CD43 & 52.3. Authorize a Bylaws change permitting each division, round table, and committee to designate one representative to the Planning & Budget Assembly and providing a two-year staggered term to Councilors elected to the assembly.

CD44. Recognize and support an American Association of School Librarians action establishing April as School Library Media Month beginning in 1985.

CD45. Support the National Decade of Disabled Persons 1983–1992 and join in furthering long-term goals for all Americans with disabilities.

CD46. Encourage the National Audubon Society Board of Directors to reconsider its intention to auction its library collection.

CD48. Reaffirm its policy supporting the MLS as "the appropriate terminal professional degree for academic librarians" and refer to the Executive Board the question of entering a friend of the court action in the Merwine case if the ALA-MLS is determined to be a part of the case.

CD49. Reaffirm its endorsement of the comparable worth principle, urge state library associations to encourage the passage of comparable work laws, and request the ALA Office for Library Personnel Resources, COSWOL, and the Commission on Pay Equity to provide information on state actions to remedy inequities.

CD50. Call upon the Federal Communications Commission to equalize telecommunications costs for libraries in outlying areas.

CD52.1. Amend the Bylaws to eliminate the Reference and Subscription Books Review Committee.

CD53. Ask President Josey to appoint a task force to review all barriers to using bibliographic databases and report to Council at the 1985 Midwinter Meeting.

CD54. Approve an amended interpretation of the Library Bill of Rights on the Circulation of Motion Pictures and Video Productions advising librarians to apply the same circulation standards to all library materials.

CD55. Ask the Exec Board to plan a library and information science component at the Chicago World's Fair of 1992.

CD56. Reaffirm its policy on the Abridgement of the Rights of Freedom of Expression of Foreign Nationals.

CD58. Change the title of the Ralph R. Shaw Award for Library Literature to The Knowledge Industry Publications, Inc., Award for Library Literature, and approve the new Carroll Preston Baber Award to be offered initially at the 1986 ALA Annual Conference.

CD59. Express support for HR 5686 extending United States membership in UNESCO to Dec. 31, 1985, and requiring further consultation with Congress prior to any decision concerning termination.

CD59.2. Reaffirm support for legislative action to guarantee access to telecommunication services.

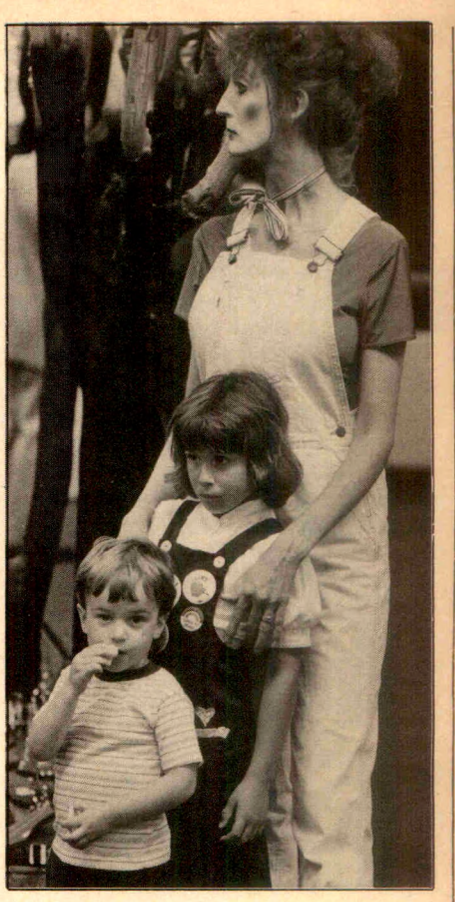
CD59.3. Commend Sen. Larry Pressler (R-S.D.) for his effort to protect libraries from telecommunications rate increases.

CD61. Adopt Membership resolution 2.

CD62. Refer Membership resolution 3 to COPES.

Council also:

- Elected Ann H. Eastman, Dianne McAfee Hopkins, Jeanne M. Isacco, and Stefan B. Moses to the Council Committee on Committees.
- Elected Pamela G. Bonnell, Daniel W. Casey, James R. Dwyer, Cynthia J. Johanson, Robert L. Wright, Margaret Crist, Susan Heath, Julie V. Hunter, Susan B. Madden, and Robert Raz to the Planning & Budget Assembly.
- Moved that in the future, Council election ballots and the ballot box be brought to Council II one-half hour before that session and remain until one-half hour after its adjournment to permit all Councilors to vote.



Dallas PL holds a party—and DPL director's kids hold still

Two guests laugh it up at the ALA Conference reception, while a mime inspires two children to act "their quietest ever," according to papa Patrick O'Brien, newly named director of the Dallas Public Library. DPL hosted the event, with support from Ingram Book Co. The couple above are Harry Robinson, a librarian who directs the Museum of African Art at Bishop College, and Gleniece Robinson of DPL.

cantly less dues tolerance than other segments of the survey.

- Nearly two-thirds (63 percent) of the respondents feel the type of organization that will best meet their needs is one made up of school library media specialists only, rather than one composed of all types of librarians.

Representatives of AASL and the ALA Executive Board will continue their dialogue on future options as AASL looks forward to its third national conference, Oct. 31 – Nov. 4 in Atlanta.

To defend or not to defend: some light on the MLS question

Office of Library Personnel Resources Advisory Committee.

"Clearing away some deadwood," is how Pauline Wilson put it. She and other speakers on "ALA, the MLS, and Professional Employment" sought order from the chaos of documents, assumptions, charges, and questions lately surrounding the MLS as the minimum requirement for entry into the profession.

Wilson, a faculty member at the University of Tennessee library school, first disposed of two "non-issues": whether librarianship is a profession and thus may defend its own educational standards (it is and it may); and whether ALA may fight to protect librarians' interests in the legal arena when advisable (it may, but it also may choose its fights).

Wilson added that ALA's goals statement is not the root of the problem, as some critics of ALA's decision not to enter the Merwine Case have charged. The statement appropriately reflects a professional association's concern with protecting its members' interests and agreeing to provide a quality service for society in return for autonomy, esteem, and financial rewards. Quality of service cannot be separated from promotion of members' interests.

ALA members who think the Association should have entered the Merwine Case and those who think it was right not to are "not on opposite sides of the fence," Wilson said. (For a review of ALA and the Merwine Case, see *AL*, Dec. 1983, p. 743; Feb., p.72; and May, p. 327+.)

Both groups are concerned with control of entry into the profession. But those who wanted ALA to enter the case have a long-term goal: to preserve control of educational standards for the profession through defense of the MLS as the minimum credential. The other group's focus is short-term: day-to-day practical guidance from ALA on minority hiring concerns. Both approaches are valid, Wilson said.

What remains is for membership to clarify issues and make decisions in three areas: short- and long-term goals of the Association and their priority vis-a-vis defense of the MLS; constituencies that may gain or lose from such actions; and the knowledge required to be a librarian. (Wilson's comments will appear in full in next month's *AL*.)

Two other speakers described hiring practices in their libraries. Both accept experience equivalent to the MLS degree as well as the MLS as sufficient for hiring. Discussion following the program showed interest in having contracts of people not holding the MLS state that retention or promotion is dependent upon acquisition of the MLS degree. A few libraries do so already, and such contract conditions are common practice on university faculties.

Tecker named to facilitate ALA long-range planning

Process Planning Group.

After division leaders urged the Executive Board to let them help develop a long-range plan for the Association last January, President Brooke Sheldon appointed the Process Planning Group (PPG), chaired by the board's Direction and Planning Review Committee (DPRC) chair and representing the divisions, round tables, COPES, the Planning Committee, and the Committee on Organization. At the Planning and Budget Assembly meeting June 22, PPG-DPRC Chair Carol Nemeyer challenged the assembly to help with the process.

The Exec Board, concerned that the PPG might displace the assembly, asked its DPRC to present a clear statement of PPG responsi-

bilities at the fall board meeting. New DPRC Chair Sheldon readily agreed: "I would not like to be taking over as chair of the Titanic Committee," she commented.

At the PPG meeting June 26, the group interviewed consultant Glenn Tecker on his project aiming to produce a long-range plan by 1986 as well as an annual budget and management review. The group recommended Tecker be employed to develop a preliminary action plan for presentation at Midwinter Meeting in January. The board authorized Executive Director Robert Wedgeworth to negotiate a $12,000 contract with Tecker. The funds will come from the operating reserve, Wedgeworth said.

Coretta Scott King hails 15th year of ALA/King award

Social Responsibilities Round Table, Coretta Scott King Award Task Force.

Appearing for the first time at ceremonies for an ALA award named in her honor, Coretta Scott King told a huge breakfast crowd that, like her late husband, she has shied from honors appearing to be self-memorials.

"But I can now understand," she said, "what it [the Coretta Scott King Book Award] means to black authors and illustrators . . . to get exposure and this kind of encouragement."

"I understand it's the only award of its kind," she said, and kidded: "If it's the only one, it must be the best."

King was one of many notables gathered on the dais to celebrate the 15th anniversary of the award for black children's-book authors and illustrators. Among others to speak was Pat Cummings, 1984 illustration winner (*My Mama Needs Me*, Lathrop, Lee & Shepard), who remarked, "It's because King marched that I have the opportunity to do what comes naturally to me."

ALA incoming President E. J. Josey presented a special citation to King, commenting that it is a "vitally important time to carry forth the work" of Martin Luther King, Jr.

Coretta King paid tribute to the award's founder, the late Glyndon Flynt Greer, whom she met at the New York Public Library 72nd St. branch at the beginning of a good friendship.

King said her husband's distaste for self-memorials caused him to resist saving his papers and other documents of the movement; but she encouraged him to do so, and today they may be studied at the Martin Luther King, Jr., Center for Nonviolent Social Change in Atlanta.

Concluding her remarks, King said, "As librarians you are part of the continuation of the Dream. Inspire young people to believe, to dream, but to work for the fulfillment of that dream by nonviolent means."

The program, chaired by Effie Lee Morris, closed with a rousing chorus of "We Shall Overcome."

New groups to address pay equity and service to minorities

In his Inaugural Address, President E. J. Josey announced the appointment of two complementary groups charged with recommending future ALA action in areas reflecting his special concerns.

"Most of you are aware," Josey said, "that all of my adult life I have been concerned about human rights and civil rights—the plight of women, minorities, and the poor. Continuing my concern for these areas, I have received the approval of the Executive Board to establish a Commission on Pay Equity to help us overcome the pay inequities suffered by women librarians.

"Moreover, I also have established a Presidential Committee to examine library services to minorities as well as to suggest ways in which the Association might implement recommendations made by the National Commission on Library and Information Science *Report on Library Services to Cultural Minorities.*"

The Commission on Pay Equity, co-chaired by library consultant Helen Josephine of Berkeley, Calif., and Cynthia Johanson of the Library of Congress, will give increased visibility to the comparable-worth issues within the library profession and elsewhere, access existing ALA activities and policies on pay equity, and consider related projects.

Other commission members are Keith Cottam, Susan Galloway, Joan Goddard, Mary Lou Goodyear, Norman Horrocks, Lora Landers, Michele Leber, Philip Leinbach, Deborah Miller, Kathleen Prendergast, Charles Robinson, Patricia Rom, and Karen Jackson Thorburn.

The Committee on Library Services to Minorities, also approved by the Executive Board, is co-chaired by Elizabeth Martinez-Smith, director of the Orange County (Calif.) Public Library, and Binnie Tate Wilkin, minority services coordinator of the Los Angeles County Library.

Other committee members are Henry Chang, Hardy Franklin, Louis Herrera, Albert Milo, Dennis Reed, Elena Tsherny, Mary Biblo, Brad Chambers, Wayne Crocker, Malikah Dada, Marva L. DeLoach, Adele Dendy, Bernard V. Finney, Barbara Williams Jenkins, Donnarae MacCann, and Lotsee Smith. Jeanne English, Cheryl Metoyer-Duran, and Tom Weissenger were appointed alternates.

Bearman defends NCLIS rebuff of 8 pleas in Minority Report

Office for Library Outreach Services; Ethnic Materials Information Exchange Round Table; REFORMA—National Association to Promote Library Services to the Spanish Speaking.

Toni C. Bearman, executive director of the National Commission on Libraries and Information Science, listened to two minority librarians reproach NCLIS for not endorsing eight of 42 recommendations in the 1983 report of the NCLIS Task Force on Library and Information Services to Cultural Minorities. Then, taking the podium, Bearman defended the action of the commissioners mainly as technical disagreements with Task Force phrasing—phrasing the commissioners felt they ought not rework.

Bearman expressed her own commitment to the task force and its goals. She said that NCLIS has clearly opposed racism, stereotyping, censorship, and—in principle—library fees. These were some of the issues in the eight unendorsed resolutions.

Panelists Albert Milo and Binnie Tate Wilkin pointed to recommendation 37 in particular: "Tax supported libraries should avoid charging fees that might create barriers to minorities and minority communities." Wilkin felt such fees would be a regression to minority-hostile libraries, which "minority taxpayers have supported all this time." She said that NCLIS performed a disservice by not coming back to the task force to work out language changes, political considerations notwithstanding.

Lotsee Smith, who served on the task force, took the podium to review the history of the recommendations and call for continuing dedication to their implementation.

Bearman also urged wide support for the 34 recommendations, expressing disappointment that only six people had responded in writing to calls for comment since the report was issued.

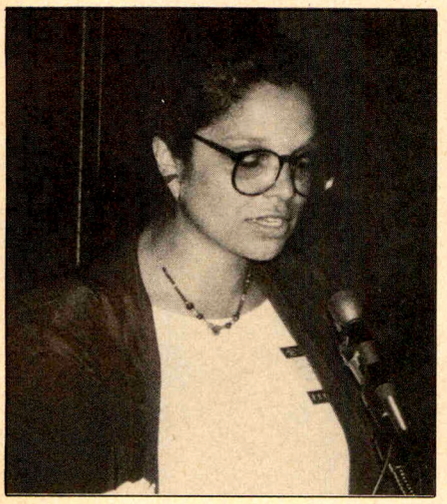
Newbery winner inspired by thousands of children's letters

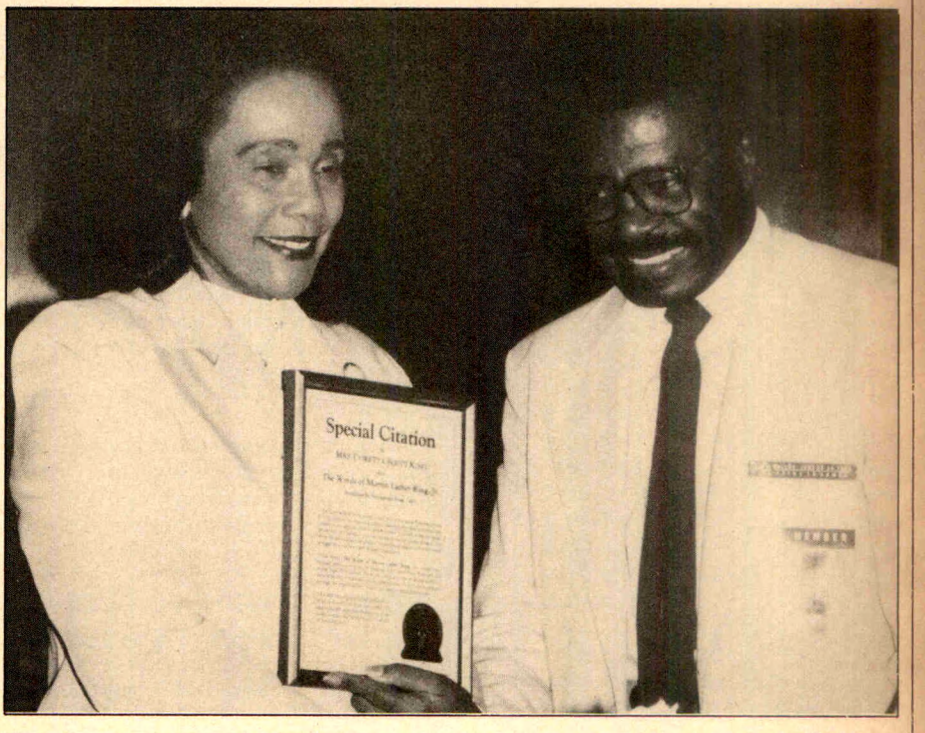
Association for Library Service to Children, Newbery/Caldecott Awards Presentation.

Beverly Cleary opened her Newbery Medal acceptance speech by thanking the selection committee for choosing a book that eight-to-ten-year-olds could read, since she believes these are the years during which the printed word can capture children's imaginations. "If books evade young readers during these years," she warned, "the joys of reading may be lost forever."

Cleary also asked the audience to pass along her thanks to all the children who have written her the letters that inspired her Newbery-winning *Dear Mr. Henshaw* (Morrow). She shared examples from the letters she has received during her 34-year career.

Dear Mr. Henshaw was prompted by a suggestion from several readers to "Please





VIPs at a 15th anniversary. *(Clockwise, from top left.) Celebrating the 15th birthday of the Coretta Scott King Award are Effie Lee Morris, chair of the SRRT task force administering the award, with Coretta Scott King, who appeared at the presentation for the first time in its history; King with ALA Past President and friend Clara Stanton Jones; King with incoming ALA President E. J. Josey, to receive a special citation from the Association; and Pat Cummings, winner of this year's award for illustration, delivering her acceptance speech. Many other notables attended the gala breakfast event.*

write a book about a boy whose parents are divorced.'' The title character is an author who receives letters from a boy living in a single-parent home. Cleary plucked the author's name from an obituary column and ascribed books to him that she wanted to write but could not: Henshaw's *Ways to Amuse a Dog* refers to a booksellers' legend about a woman who misunderstood the title *Forty Days of Musa Dagh* and asked for *Forty Ways to Amuse a Dog*. ''This struck me as a splendid idea for a book,'' said Cleary, ''because most of the dogs I knew were bored.''

In her Caldecott medal acceptance speech Alice Provensen said the question she and her husband Martin are asked most often is ''How do you work together?'' ''People have forgotten that the first book illustrators, the illuminators of the Middle Ages, worked in concert,'' she said. ''One to paint the flowers, one to paint the figures, another to do the background and the text.''

Describing the team's working methods, Provensen said, ''We start with the words. The story sets the style. No matter how fine the illustrations, unless they enhance the text, they fail.''

The Provensens' Caldecott-winning work, *The Glorious Flight* (Viking), tells the story of early aviator Louis Blériot and the first flight across the English Channel. Provensen said they ''wanted to write the story of a man with a passionate obsession to create something new, the successes and failures in his work toward that goal, and the moment of triumph that rewarded him.''

''For us,'' she concluded, ''making new children's books is equally obsessive, and being here tonight is certainly one of those satisfying moments.''

(Conference report cont. next page.)

Annual Conference report

Large networks face day of reckoning as local options grow

Association of Specialized and Cooperative Library Agencies, Multitype Library Cooperation Section.

Regional and state-level providers of library services and a vendor agreed that multitype library cooperation will increase in the '80s in a program titled "Networks: New challenges . . . new roles?" However, because of burgeoning private-sector services and local network growth, libraries will need new incentives for sharing resources beyond the local level.

Louella Wetherbee, executive director of AMIGOS, said regional networks will no longer be "one-stop shopping centers" for libraries. Vendors and state-level groups will offer comparable services, so that regional networks must select services they can offer best. Individual libraries will have so many options, Wetherbee said, that advantages for staying in centralized, regional, or national systems will decline.

Networks will find it increasingly difficult to continue their goals of resource sharing in such an environment, Wetherbee said. So they will have to provide good reasons for libraries to continue to share. "We don't want to go back to the '60s mood of each library on its own."

Libraries face difficult choices in such a setting: whether to get the "best deal" for themselves or have a continuing voice along with other libraries in service development on a broader level. Wetherbee forecasted "tremendous decentralization" and clustering of libraries in cooperative local area networks. AMIGOS will do problem solving for those types of groups rather than for individual libraries as now, she predicted.

Martha Richardson, director of library networking services for the Iowa State Library, sees state agencies as one level in a hierarchy of national, regional, and local networks providing different services to libraries. A vendor, Library Systems and Services, Inc., is already participating in statewide networking and in "networking" clusters of libraries. LSSI markets MINIMARC and processes library cataloging records on computer tape. Frank Pezzanite of LSSI noted that politics appears to be a hindrance to libraries taking advantage of technology.

With services available to libraries from so many levels, moderator Kevin Flaherty of the Michigan Library Consortium asked how the profession can create a forum to "lay the groundwork for cooperation so that we're not reinventing services and spinning our wheels."

Responses to his question indicated that central planning for networks is more dream than possibility. Wetherbee acknowledged "our need to get together," but she and other speakers pointed to a national aversion to centralized planning and a reliance on informal discussion "from the bottom up" to bring about change. It appears that different groups will continue to go their own ways.

Which is the real John Berry?

Answer: Both men, whose paths crossed at Dallas when an *AL* photographer was handy. John N. Berry, left, is editor of *Library Journal* and mover of a Membership motion to overturn a Council action in the Merwine Case (see story). John W. Berry, right, attending his 10th consecutive ALA Annual Conference, is acting assistant director for public services, Northern Ill. University Library.

Advice to academic libraries: market services aggressively

Association of College and Research Libraries, Bibliographic Instruction Section.

Rivalry between libraries and campus computing centers for the campus information market and dollar is causing concern in academic circles. At this program of ACRL's second-largest section, titled 'Bibliographic Instruction: A Catalyst for Change," Joseph Boisse said that only a strong service orientation will keep libraries in contention.

Boisse, library director at the University of California/Santa Barbara, said academic libraries must "export their knowledge" to top administrators, faculty, and students through bibliographic instruction and a myriad of instructional activities now commonly described by the term "information management education (IME)."

Urging library administrators to poll other unit heads on campus about their information needs, Boisse further suggested that libraries begin a special consultation service for university administrators to help build "political savings accounts" on campus. Libraries can also introduce faculty to new databases and systems, teach them how to organize personal collections, and suggest joint research efforts. As for students, Boisse said, we must not define too narrowly the information management skills they will need for lifelong learning.

Whether we call it BI or IME, a "contradictory set of purposes and scope" has made it successful for a few people in limited constituencies within a limited range of objectives, said Charles McClure of the University of Oklahoma library school. Only a change in administrative context and objectives will bring wider success, he said.

Current BI practice does not relate instruction to a broad range of users, address use of

(Continued on p. 517.)

Career LEADS

american libraries classified ads

beverly goldberg, ed.

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LATE JOB NOTICES

For September issue, call 312-944-6780 x326 BEGINNING AUG. 10. Listings taken BY PHONE AS SPACE PERMITS. 10 lines maximum (approximately 100 spaces per line). ALA institutional members receive 10% discount.

LN: CATLGR. In charge of all cat'lg. & class. using Dewey, w/supvsn. of 2 nonprof. Fam. w/OCLC & AACR2 necessary, as is MLS from ALA-accred. schl. Exp. des. but not necessary. Starting date negotiable. Sal. commen. w/exp.; sal. range $15,000-$19,000; liberal fringe ben. Send ltr. of appl., resume, ltrs. of recommen. to: James Harrison, Ln., Converse College, Spartanburg, SC 29301. Appl. considered until position filled. Converse is an equal-opportunity employer.

CHINESE CATLGR. Orig. cat'lg. & classif'g. of Chinese mat'ls. using AACR2, LC class. & subj. hdgs.; may also incl. Korean & some Western-lang. mat'ls. related to East Asia. Duties incl. preparing orig. catalog records in Chinese, preparing & tagging cat'lg. data in transliterated form for Korean for input to OCLC, & verifying & preparing authority recs. Incl. some supvsn. Rpts. to hd., cat. dept. Lns. hold fac. rank & are expected to meet univ. reqs. for promotion & tenure, incl. resrch., pub., & svc. Req.: ALA-MLS; proficiency in Chinese lang. & calligraphy; fam. w/Wade-Giles/Pinyin romanization; knowl. of AACR2, LC class. & subj. hdgs.; abil. to communicate clearly & effec., orally & in wrtg. Des.: wkg. knowl. of Korean; 1-2 yrs.' cat'lg. exp. in an acad. or resrch. lib., incl. knowl. of MARC tagging & OCLC cat'lg. syst. Sal.: $17,160-$20,280. Apply by Sept. 1 to: Sharon A. Sullivan, Persnl. Ln., Ohio State U. Libs., 1858 Neil Ave., Columbus, OH 43210. Incl. names & adds. of 3 ref. Qualified women, minority, & handicapped persons are encouraged to apply.

DIR of East Routt Lib. District, Bud Werner Mem'l. Lib. County-funded pub. lib. located in a ski resort/ranching community of 8,000. Qual.: ALA-accred. MLS; 4 yrs.' progressively resp. varied prof. exp., 2 of which are at an admin. level. Seek svc.-oriented, energetic person. $160,000 budget; 66,000 circ.; 22,500 vols.; 7 FTE staff. Salary min.: $20,000 DOE. Send resume & names of 3 ref. by Aug. 31 to: Lynn Boersma, Pres., Bd. of Trustees, POB 1726, Steamboat Springs, CO 80477.

PRODUCT MGR./RLIN: CLASS, San Jose, Calif. Resp. for plng. & managing the tech. svcs. product area at CLASS. Directs prof. & support staff. MLS or equiv. degree req.; min. 3 yrs.' exp. w/at least one yr.'s exp. w/RLIN or other bibliographic util.; mgmt. & supvsy. exp. req.; exp. in mktg./sales des. Salary $23,570 plus excellent benefits. Call or send resume to: CLASS, Attn.: Kitty Devonshire, 1415 Koll Circle #101, San Jose, CA 95112; 408-289-1756.

3 POSITIONS OPEN. 1) COORD. for citizens' info. svc. Resp. for mgmt. of info. & referral svc.; plng., budgeting, establishing goals & objectives; persnl. mgmt. incl'g. supvsn. of 4 staff mem.; communication w/community agencies; assisting patrons & resolving difficult situations. Reqs. MLS + related exp. Salary: $17,412, excellent benefits. 2) LN. Resp. for pub. assistance in ref., research, & readers' advisory svc. in subj. areas of bus., economics, sci., & technol. Reqs. MLS. Salary: $15,888. 3) LN. Resp. for overall mgmt. of busy reg'l. lib. Incl. supvsn. of 10 staff mem., collec. dvpt., plng., budgeting, & community outreach. Reqs. MLS + 2-3 yrs.' supvsy. exp. Salary: $17,412. Apply to: Persnl. Offcr., Tulsa City-Co. Lib., 400 Civic Ctr., Tulsa, OK 74103.

HD. OF COMMUNITY SVCS. & CIRC. for a strong suburban lib. Innovative & articulate individual possessing good wrtg. skills. ALA-accred. MLS. Salary range: $15,229-$21,222. Open: now. Send resume & ref. to: G. Matthew Sperber, Dir., Winchester Pub. Lib., 80 Washington St., Winchester, MA 01890.

LN. I/II--CHILDREN'S LN. for programming. Resp. for plng. & conducting storyhrs. & other programs for children in 4 small branches & asst'g. w/collec. dvpt. The libs. are located in Calif.'s San Joaquin Valley, west of San Francisco & south of Sacramento. Sal. range: Ln. I $17,112-$20,880; Ln. II $19,284-$23,544. Deadline: Aug. 31. Send resume to: Kay Atler, Exec. Asst., Stockton-San Joaquin Co. Pub. Lib., 605 N. El Dorado St., Stockton, CA 95202; 209-944-8362.

REF. LN. Provides ref. assistance to faculty, grad. & undergrad. students. In addition to standard tools, emph. is on statistical sources, legis. research & gov't. pubs., & nat'l. bibliographies. Resp. incl. participation in an active user ed. prog. incl. classroom instruc. Some evening & weekend hrs. Lns. hold fac. rank & are expected to meet univ. reqs. for promotion & tenure, incl. research, pub., & svc. Req.: ALA-MLS; bkgrd. in social sci. &/or humanities; abil. to communicate effec., orally & in wrtg. Des.: ref. exp.; knowl. of Western European lang. Salary: $17,160-$20,040. Apply by Sept. 1 to: Sharon A. Sullivan, Persnl. Ln., Ohio State Univ. Libs., 1858 Neil Ave., Columbus, OH 43210. Incl. names & adds. of 3 ref. Qualified women, minority, & handicapped persons are encouraged to apply.

ASST. CATALOG LN. Fac., tenure-track position. Catalog serials, music, & AV; supervise subj. & series authority work. Cat'lg. exp., knowl. of AACR2, LC class., LCSH, MARC format essential. Req.: ALA-MLS, 5 yrs.' exp. Asst. rank or above; $18,500 min. Univ. libs. are mem. of SOLINET/OCLC & oper. NOTIS, an integrated lib. syst., w/an online catalog. Ben. incl. 20 days' vac., univ.-subsidized insurance, state retirement, TIAA/CREF option. Submit res. & names of 3 ref. by Aug. 31 to: Patricia Ramage, Ch., Search Committee, Lib., U. of South Ala., Mobile, AL 36688. An EEO, AAE.

ALA DEPUTY EXEC. DIR. $45,000-$68,000. Coords. plng. & oper. of ALA prog. activ. carried out by divisions, offices, round tables, & committees. Directs all ALA HQ's activ. in absence of exec. dir. Reqs. ALA-accred. MLS. Extensive knowl. of the North Amer. lib. community. Sr. mgmt. exp. Exp. & skill in dir'g. persnl. in a consultative mgmt. environ. Knowl. of the oper. of assns. or other volun. orgs. Appl. deadline Sept. 15. Send resume to: Persnl. Off., ALA, 50 E. Huron St., Chicago, IL 60611.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Educational Notices: Line-by-line or display format. For price schedule, see Rates for Advertisement box in **Datebook.**

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: $5/line. ALA institutional members receive 20% off ($4/line).

Display: Boxes, larger type, prominent format. $50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10. For Positions Wanted, box numbers are free-of-charge.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number **within 2 weeks of placement of advertising.** Later receipt will result in incomplete billing.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Ads by Phone

The following applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

1) Telephoned copy will be accepted **only at the discretion of the LEADS editor,** depending on time available.
2) **A surcharge** of $5 total for line-by-line and $10 total for displays will be charged for all accepted telephone ads.
3) All accepted telephone ads **must be followed by written confirmation, including full text of the ad,** within two weeks.

Late Job Notices

As space permits, Late Jobs are taken after the general copy deadline has passed. **By phone only, beginning 10th of the month.** $10/line. ALA institutional members 10% off. See complete instructions in section.

Consumer Classies

Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) $5/line; **multiple insertion discounts on total cost:** 2–5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

Address

Place all notices with Beverly Goldberg, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; (312) 944-6780 x326.

JOBLINES

AMERICAN SOCIETY FOR INFORMATION SCIENCE Jobline: (202) 659-1737. To list a position, obtain a form from: ASIS Jobline, ASIS Headquarters, 1010 16th St., NW, Washington, DC 20036 or phone (202) 659-3644.

ARIZONA Job Hotline: (602) 278-1327. To list a position, write Arizona Job Hotline, c/o Maricopa County Library, 3375 W. Durango, Phoenix, AZ 85009 or phone (602) 269-2535.

ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES Jobline: (312) 944-6795. To list a position, obtain jobline form from: ACRL Jobline, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: $30 ACRL members; $35 nonmembers.

BRITISH COLUMBIA Library Association Jobline: (604) 263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C., Canada V6R 4G6.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Suite 300, Sacramento, CA 95814-3477 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

(CALIF.) SAN ANDREAS-SAN FRANCISCO BAY/Special Libraries Association: (415) 339-9541. To list a position: call Elaine Zacher at (415) 271-4357.

(CALIF.) SOUTHERN CALIFORNIA CHAPTER, Special Libraries Association: (818) 795-2145. To list a position: write Duane M. Helgeson, Millikan Library 1-32, California Institute of Technology, Pasadena, CA 91125 or phone (818) 356-6422.

COLORADO State Library Jobline: (303) 866-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 866-2175. **COLORADO LIBRARIES ONLY.**

CONNECTICUT Library Association Jobline: (203) 727-9675, 24 hrs., updated weekly. To list a position: write CLA Jobline, Connecticut State Library, 231 Capitol Ave., Hartford, CT 06106.

(D. C.) METROPOLITAN WASHINGTON Library Jobline: (202) 223-2272. To list a position: write Jobline, Metropolitan Washington Library Council, 1875 Eye Street NW, Suite 200, Washington, DC 20006 or phone (202) 223-6800, x458. There is a $30 listing fee for nonmembers.

DELAWARE Library Association Jobline: call the New Jersey and/or Pennsylvania Job Hotlines, which include Delaware job listings. Prospective employees should contact the employer directly. Delaware jobs are also listed on the New Jersey, Pennsylvania, and Maryland joblines.

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, R.A. Gray Building, Tallahassee, FL 32301 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

ILLINOIS Library Jobline: (312) 828-0930. To list a position: call (312) 644-1896 or write Library Jobline of Illinois, c/o Illinois Library Association, 425 N. Michigan Ave., Suite 1304, Chicago, IL 60611. Fee for listing position for 2 weeks is $20. Cosponsored by Illinois Library Association and IL Chapter/SLA.

IOWA Library Joblist (monthly): Carol Emerson, Editor, State Library of Iowa, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4350. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 10 am–2 pm.

MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. **MIDWEST LIBRARIES ONLY.**

MISSOURI Library Association Jobline: (314) 449-4627. Updated every 2 weeks. To list a position: write MLA Jobline, Parkade Plaza, Suite 9, Columbia, MO 65201. There is a $10 listing fee for nonmember libraries.

MOUNTAIN PLAINS Library Association Jobline: (605) 624-2511. To list a position, write: Mountain Plains L.A., c/o I. D. Weeks Library, University of South Dakota, Vermillion, SD 57069. Includes Colorado, Kansas, Montana, Nebraska, Nevada, North and South Dakota, Utah, and Wyoming.

NEBRASKA Job Hotline: (402) 471-2045. To list a position: write Nebraska Library Commission, 1420 P St., Lincoln, NE 68508. **REGIONAL EMPHASIS.**

NEW ENGLAND Library Jobline: (617) 738-3148. To list a position: write Dr. James M. Matarazzo, Assoc. Dean, GSLIS, Attn.: New England Library Jobline, Simmons College, 300 The Fenway, Boston, MA 02115.

NEW JERSEY Library Association: (609) 695-2121. To list a position, phone: (609) 292-6237.

NEW YORK Library Association Jobline: (212) 227-8483. To list a position: write NYLA, 15 Park Row, Suite 434, New York, NY 10038 or phone (212) 227-8032.

NEW YORK CHAPTER, Special Libraries Association: (212) 753-7247. To list a position: write Rhea Tabakin, Deloitte Haskins & Sells, 1114 Avenue of the Americas, New York, NY 10036 or phone (212) 790-0639.

NORTH CAROLINA Jobline: (919) 733-6410. To list a position, call: (919) 733-2570. **NORTH CAROLINA LIBRARIES ONLY.**

OKLAHOMA Department of Libraries Jobline: (405) 521-4202, 5 pm–8 am weekends and holidays, only. Updates on 1st and 15th of every month. To list a position, call: (405) 521-2502.

OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243. **NORTHWEST LISTINGS ONLY.**

PACIFIC NORTHWEST Library Association (PNLA) Jobline: (206) 543-2890. To list a position, write: PNLA Jobline, c/o Graduate School of Library and Information Science, FM-30, University of Washington, Seattle, WA 98195. **PACIFIC NORTHWEST LISTINGS ONLY.**

PENNSYLVANIA Cooperative Job Hotline: (717) 234-4646. To list a position (members and nonmembers): (717) 233-3113.

PUBLIC Library Association Jobline: (312) 664-5627. To list a position, obtain jobline form from: PLA Jobline, PLA/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: $30 PLA members; $35 nonmembers.

RHODE ISLAND *RILA Bulletin* Jobline (monthly). For copies, send self-addressed, stamped envelopes. To order or to list a position, contact S. Carlson, R.I. Dept. of State Library Services, 95 Davis St., Providence RI 02908. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

RURAL LIBRARIES Jobline (monthly), Center for the Study of Rural Librarianship, Clarion University of Pa., Clarion, Pa. Send $1 per copy. To order or to list a position, contact Michael Jaugstetter, College of Library Science, Clarion University of Pa., Clarion, PA 16214 or phone (814) 226-2383.

(S. C.) UNIVERSITY OF SOUTH CAROLINA College of Library and Information Science Jobline: (803) 777-8443. To list a position, write: Admissions and Placement Coordinator, College of Library and Information Science, University of South Carolina, Columbia, SC 29208.

SPECIAL LIBRARIES ASSOCIATION SpeciaLine Employment Clearinghouse Job Hotline: (212) 460-9716, 24 hrs., updated every second Friday. To list a position: write Ruth Rodriquez, Manager, Membership Records and Services, Special Libraries Association, 235 Park Ave. S., New York, NY 10003 or phone (212) 477-9520.

TEXAS State Library Jobline: (512) 475-0408. Listings can be heard continuously. Weekly updates. To list a position, write to Bell Colyer, or call (512) 475-4110, Monday–Friday, 8 am–5 pm. **TEXAS LISTINGS ONLY.**

VETERANS ADMINISTRATION Library Network: (202) 389-2820. 9 am–5 pm weekdays only. For printed job list: write Harry D. Weitkemper, Library Division (142D), VA Central Office, 810 Vermont Ave. NW,

Washington, DC 20420; ATTN.: Vacancy List. Most listings are for medical librarian positions. **ONLY FOR THOSE ELIGIBLE FOR INCLUSION ON U.S. REGISTER OF PROFESSIONAL LIBRARIANS.**

VIRGINIA Library Jobline: (804) 355-0384. To list a position, write: the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

WEST VIRGINIA library employment listings: call the Pennsylvania Cooperative Job Hotline.

RFP

Request for proposal to evaluate and make recommendations on a **CENTRALIZED TECHNICAL SERVICES CENTER SERVING PUBLIC AND SCHOOL LIBRARIES.** Present activity level is 26,000 items annually. Center uses OCLC for cataloging and inputs records into CLSI. **Proposal deadline: Aug. 31.** For proposal specifications, contact: **CTSC Study Committee, Arrowhead Library System, 17 N. Franklin St., Janesville, WI 53545.**

Request for proposal to study and make recommendations on **AUTOMATING 5 SMALL PUBLIC LIBRARIES** (pop. under 5,000). Emphasis on microcomputer technology or joining an existing CLSI system. Project budget: $8,500. **RFP deadline: Sept. 1.** For proposal specifications, contact: **CTSC Study Committee, Arrowhead Library System, 17 N. Franklin St., Janesville, WI 53545.**

POSITIONS WANTED

AV, BOOKMOBILE, CHILDREN, CIRCULATION, COMMERCE, DOCS., GENERAL CATALOG, INSTRUCTION, MEDICAL, REFERENCE—Quick study, will work your front desk or backshop, 1–9 mos., Feb. 15–Nov. 15. Scale + one mo. advance. Call 702-945-2754 or write M. L. Pierce, Hawthorne, NV 89415-1721.

REFERENCE POSITION/ILL POSITION (ENTRY-LEVEL) wanted in Academic or large automated Public Library. BS–1976 Art Major; MLS–1982; MS in Information Science –April 1984. ALA-accredited at Western Michigan University. 2 yrs.' public library experience. Solid reference background. Online Search experience with DIALOG and ORBIT. Computer experience with CLSI, Apple IIe, and DPL. Strong interest in bibliographic instruction. Reply to: Paula K. Weessies, 7098 Kevin Ct., Hudsonville, MI 49426; 616-669-1492.

CHILDREN'S LIBRARIAN position wanted by energetic individual with some experience in children's services. Strong interest in working with young adults. MLS graduate, trained in use of video equipment. Prefer cooler climate. Please reply to: Box B-856-W.

BIO-AGRICULTURAL INFORMATION SPECIALIST. PhD, MS (Botany), MLS (ALA) seeks reference, online searching, user training, or subject specialist position. Experience in academic library and background in scientific research, publication, organization of information, and instruction. Contact: D. M. Lane, 62 Oak St., Dover, NH 03820.

CERTIFIED SCHOOL LIBRARIAN—Media Specialist. MSLS Columbia University, 20 yrs.' varied experience: one yr. State Library Commission, 3 yrs.' Public Library, 3 yrs.' College Library, 13 yrs.' School Library from K-12. Engaging personality. Solid foundation in librarianship. Hard worker. Kindly reply to Box B-850-W.

POSITIONS OPEN

ACADEMIC LIBRARY

Archive librarian, department of special collections/archives. Available: Sept. 1. Responsible for processing (arranging and describing) collections of political papers, creation of finding aids to these collections, and the production of a guide to the political collection. Some reference experience. Familiarity with the development of the new RLG/AMC format for archives and manuscripts. Experience in supervising students and staff. MLS or other advanced degree plus 2 yrs.' experience in processing archival and manuscript collections. Knowledge of New Jersey history desirable. $19,249 minimum. Faculty status, calendar-yr. appointment, TIAA/CREF, life/health insurance, 22 days' vacation. Grant-funded. This appointment is effective through Aug. 31, 1985. Submit resume and 3 sources for current references to: Shirley W. Bolles (App. 82), **Alexander Library, Rutgers University, New Brunswick, NJ 08903.**

Archivist: ALA-MLS or an MA in an appropriate academic discipline, formal coursework in archives administration and records management satisfying the SAA guidelines, minimum of 3 yrs.' experience working with university records and archival materials required. Develop/administer a university archive; provide research services; establish a conservation program; develop policies; prepare budget requests in coordination with the dean of library services. $22,000–$28,000, 12 mos. **Submit letter of application, resume, and names and addresses of 3 references by Aug. 15** to: Sandra Carter, Administrative Coordinator, **General Library, The University of New Mexico, Albuquerque, NM 87131.** EO, AA employer.

Area librarian (equivalent to assistant librarian), McGill University Library System. Senior-level librarian responsible for humanities-social sciences. McGill University Library System is divided into 5 subject-oriented area library groups: humanities-social sciences, law, life sciences, physical sciences-engineering, and undergraduate. Qualifications required: credentials as a professional librarian. At least 7 yrs.' administrative experience in a large academic library with an increasing degree of responsibility. A graduate degree in humanities-social sciences is desirable. A working knowledge of French will be a distinct advantage. Nature of duties: a senior administrative position (equivalent to that of assistant librarian or assistant director of libraries at other academic libraries) responsible to the director of libraries. The area consists of the McLennan Library which primarily serves the faculty of arts. It also includes several related branch libraries: education, Islamic studies, library science, management, music, religious studies. The area has a collection of 1.5 million volumes, an acquisitions budget of $1 million, and a staff of 155, of which 40 are professional librarians. Salary: rank and salary will be commensurate with experience; $50,000–$60,000 Canadian. Position open immediately. **Deadline for applications is Sept. 15.** Please direct inquiries to: Hans Möller, Director of Libraries (Acting), **McGill University, 3459 McTavish St., Montreal, PQ Canada H3A 1Y1; 514-392-4949.**

Assistant college librarian (library search reopened): Austin College. ALA-accredited MLS plus teaching interest and skills. Duties: ILL, serials, OCLC subsystems, reference, bibliographic instruction, and cataloging as assigned. Salary: $17,000 for 12 mos. or slightly higher for substantial relevant experience. Open until position filled. Send vita, library school placement file, and official transcripts to: A. J. Carlson, Acting Dean of the Faculty, **Austin College, Sherman, TX 75090.** An equal-opportunity employer.

Assistant humanities reference librarian. Provides reference, online searching, library instruction, liaison to faculty, and collection development to assigned humanities areas (speech/communications, linguistics, modern languages, and comparative literature). Position reports to chair of reference department. Qualifications: BA degree with major humanities emphasis in one of the above areas and an ALA-accredited MLS required. 2 yrs.' recent academic, large public, or research library reference experience, and/or advanced degree in one of the above fields preferred. Proficiency in one or more foreign languages highly desirable. Experience in library instruction, collection development, and online database searching preferred. Applicant must be team-oriented; service-minded; innovative; flexible; willing to take initiative, work under pressure, and meet deadlines. Salary and benefits: 12-mo., tenure-track appointment with faculty status. 22 days' vacation; 8 paid holidays; 12 days' sick leave; and TIAA/CREF, state, or optional retirement plan. Blue Cross–Blue Shield group health, life, and disability insurance available. Course tuition waiver. No local/state personal income tax. Appointment at assistant university librarian, $15,715–$17,100 depending on qualifications and experience. **Apply by Sept. 7.** Send recent resume and names, addresses, and phone numbers of 3 references to: R. Max Willocks, **215 Library West, University of Florida Libraries, Gainesville, FL 32611.** The University of Florida is an affirmative-action, equal-opportunity employer.

Assistant interlibrary loan librarian and reference librarian. (This is a one-yr. position with possible extension.) This is a split position with half dedicated to interlibrary loan department and half to reference department. Assists in administrative and supervisory responsibilities in interlibrary loan with primary responsibility for management of lending operation. Provides reference service and bibliographic instruction in a large academic library serving the social sciences and humanities. Has responsibility for collection maintenance and inventory within the reference department. Some evening and weekend hrs. Qualifications: MLS from an accredited library school required; other advanced degrees desirable. Some academic-library interlibrary loan or reference experience preferred. Reading knowledge of at least one foreign language. Familiarity with RLIN or other automated systems useful. Available immediately. Starting salary $16,000. **Applications received by Aug. 15 will be considered.** Send letter of application and resume, including names of 3 references, and have library school credentials, including transcripts, forwarded to: Lance Query, Director of Library Research, Analysis, and Personnel, **Northwestern University Library, Evanston, IL 60201.** An equal-opportunity, affirmative-action employer.

Assistant librarian: technical services responsibility. MLS. Organization and communication skills, knowledge of online cataloging, preferably OCLC, supervisory experience, foreign language. Some reference work. $16,000 and benefits. Send application and letters to: Librarian, **Lexington Theological Seminary, 631 S. Limestone, Lexington, KY 40508.**

Assistant reference librarian. Serves as the primary provider of direct reference service under the supervision of the head reference services librarian. Some night, weekend, and holiday service is included. Participates in keeping the reference resources of the library up-to-date; in maintaining the physical organization of the reference collection in good order; and in producing reference room bibliographic records, guides, and publicity. Develops, maintains, weeds, and organizes information files. Assists in library instruction. Participates in business database search service. Provides interlibrary loans. Keeps statistics and prepares reports. Thorough familiarity with business and economics literature and with

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Berkeley
Assistant Head of Public Service
The Bancroft Library

The Bancroft Library, a unit of the General Library, is one of the largest libraries of manuscripts, rare books, and special collections in the United States. The Public Services Division provides reference and instruction services to the users of these collections.

Duties of the assistant head will include reader assistance and instruction; correspondence; research counseling; training and supervising support staff; supervision of storage and retrieval of material; and collection development, covering the western United States and Mexico. In the head's absence, the assistant head is in charge of the Public Services Division.

Requires an MLS degree; 2 yrs.' experience in academic library reference; a reading knowledge of Spanish; and demonstrated successful training and supervisory experience. Preference given to candidates with a graduate degree and experience in North American or Mexican studies. Knowledge of other Western European languages and of bibliographic developments and automation in libraries is desirable.

Full job description mailed on request. Classification as assistant or associate librarian, $18,636–$32,796 per annum salary range, depending on qualifications. Position available Oct. 1, or as soon thereafter as possible.

To apply, please send your resume, including the names and addresses of at least 3 professional references, by Aug. 31 to:

William E. Wenz
Library Personnel Officer
447 Main Library
University of California
Berkeley, CA 94720

The University of California is an equal-opportunity, affirmative-action employer.

business or academic library reference service is needed. MLS or equivalent training and experience is required, and successful direct public service experience and positive public service attitude are desired. Database search service familiarity is needed. Very good written and oral communications skills are necessary. Salary: $23,400–$27,300. Contact: Search Committee "B," **J. Hugh Jackson Library, Graduate School of Business, Stanford University, Stanford, CA 94305.** EEO, AA employer.

Associate director of collection services. Faculty position in an urban university with 20,000 students, 13 schools on 2 campuses, and a 1,058-bed hospital complex. The associate director is responsible for the management and administration of the Collection Services Division and reports to the director of university library services. The Collection Services Division includes 2 departments: collection development and special collections and archives with a total of 5 faculty librarians, 2 archivists, and 6 clerical support personnel. Responsibilities include development and maintenance of academic, health science, and learning resource centers' collections on 2 campuses; the development and coordination of collection priorities, policies, and procedures; and the allocation of the $1.5 million+ ea. annual materials budget. Participates in general library administration as a member of the Director's Council and has primary responsibility for coordinating ULS outreach, development, and fundraising activities, and statistical compilation and reporting. Qualifications include MLS from ALA-accredited institution; 5 yrs.' experience with substantial managerial experience relevant to a large library, preferably a research library; demonstrated analytic skills, especially statistical analysis; ability to work and communicate effectively with other library divisions and university faculty, staff, and students; state-of-the-art knowledge of collection management including collection analysis; ability to work under pressure, meet deadlines, solve problems in group situations, write and speak effectively, show evidence of initiative and creativity, and have a high tolerance for ambiguity. Evidence of professional involvement, scholarship, and fiscal experience are preferred. Faculty rank and usual fringe benefits. Salary negotiable. Minimum $28,000. Available Sept. 1. **Send resume and the names of 3 references by Aug. 15** to: William J. Judd, University Library Services, **Virginia Commonwealth University, 901 Park Ave., Richmond, VA 23284-0001.** VCU is an equal-opportunity, affirmative-action employer.

Associate librarian, University of Toronto. Applicants must be graduates of an accredited library school. Extensive administrative experience at the senior level in a large research library. Demonstrated ability to work creatively and with flexibility in a large and complex system. Well-developed managerial skills. Understanding of research library collection development in a university setting. Broad bibliographic knowledge and awareness of the book trade. Proven communication skills, both written and oral. Initial responsibilities include collection development, acquisition, and preservation services. This is a senior administrative position reporting directly to the chief librarian. The library, the 6th-largest in North America, has a full-time staff of 467 and an annual budget in excess of $18 million. The collection of almost 4 million volumes and more than 1.5 million microforms covers all fields of study and research and contains material in over 100 languages, as well as many rare and unique items, and is supported by an annual book budget of more than $4 million. There is a strong commitment to collection development for research and to the implementation of a collection preservation program. Present salary scale $30,100-$50,100, but negotiable according to qualifications and experience. This is a 7-yr.-term appointment with renewal possibility. A stipend is attached. Librarians interested in applying should write with the names of 3 referees to: M. J. Sharrow, Chief Librarian, **University of Toronto Library, Toronto, Ont., Canada M5S 1A5.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Audiovisual and catalog librarian (search extended). Concordia College, a 2,500-student, liberal arts college affiliated with the American Lutheran Church, has an 11-mo. administrative position with responsibility for the operation of the AV department which includes a TV studio and a language lab, and for the management of cataloging of the acquisitions into the LC library collection using OCLC. Requirements: ALA-accredited graduate degree, managerial ability, experience with AV/TV equipment, OCLC and LC classification. Salary from $19,000 depending on qualifications and experience. Position available immediately. **Closing date is Oct. 1** or until the position is filled. Send letter of application, resume, and 3 letters of recommendation to: Verlyn D. Anderson, Library Director, **Carl B. Ylvisaker Library, Concordia College, Moorhead, MN 56560.** AA, EOE.

Automation librarian and coordinator of technical services. The University of Wisconsin–La Crosse is seeking applications from experienced librarians for the position of automation librarian and coordinator of technical services. Primary responsibilities include coordinating existing OCLC and serials control and planning for future automation activities (acquisitions, circulation, and online catalog); coordination of cataloging, serials, acquisitions, and microforms; and occasional information desk duty. Will serve on the library's Management Council. The professional librarians are organized as a department of the faculty and participate in collegial governance affairs. Minimum requirements: ALA-accredited library degree and a minimum of 5 yrs.' professional library experience. Second master's degree, 6-yr. certificate, or significant work toward a PhD required. Must have experience in the application of a library automation system such as an online catalog or an online circulation system. Salary commensurate with qualifications and experience, for academic yr., tenure-track faculty position. Minimum $18,000. Effective date Jan. 8, 1985. **Deadline for submission of applications: postmarked no later than Aug. 31.** Send correspondence and credentials to: Edwin Hill, Department Chair, **Murphy Library, University of Wisconsin–La Crosse, La Crosse, WI 54601.** An affirmative-action, equal-opportunity employer.

Bibliographer. Requirements include graduate library degree, 7 yrs.' relevant experience (including experience as a bibliographer in an academic or large general research library) or compensating achievement, skill in book selection, evidence of scholarly involvement in the book world, and effective communication skills. Duties include surveying and evaluating the library's collection, developing desiderata lists, and performing bibliographic and out-of-print searching; reviewing books received on approval and selections of reference librarians; selecting materials in specified subject areas; and keeping abreast of trends and values in the book market. Appointment as associate librarian $26,916–$32,448 (plus possible cost-of-living increase July 1); appointment within rank dependent on qualifications; 24 days' vacation, 12 days' sick leave per year. **Apply with resume by Sept. 15** to: Morris Polan, University Librarian, **California State University/Los Angeles, 5151 State University Dr., Los Angeles, CA 90032.** Equal-opportunity, affirmative-action, handicapped, Title IX employer.

Cataloger. Catalogs and classifies (DDC) book and nonbook materials; assists in the bibliographic organization of special collections; supervises book repair, pamphlet binding, and OCLC terminal operation; some collection development responsibilities. Qualifications: an ALA-accredited MLS required; evidence of continued professional development and OCLC or other network experience highly desirable; knowledge of and experience with DDC and AACR2 preferred. Salary range $16,000–$20,000 for a 12-mo., non-tenure-track position. **By Sept. 15,** send letter of application, resume, and names, addresses, and telephone numbers of 3 current professional references to: Henry R. Stewart, **William Allen White Library, Emporia State University, Emporia, KS 66801.**

Cataloger, Health Sciences Library, Northwestern University (search reopened). Catalogs monographs, serials, print and nonprint material, using automated cataloging system. Occasional evening/Saturday duty at the reference desk. Other duties as assigned. Qualifications: MLS from ALA-accredited program; coursework in cataloging required; knowledge of AACR2 and MARC formats required; reading knowledge of at least one modern foreign language required; experience with automated cataloging system required. Coursework in health sciences librarianship desired; experience cataloging nonprint material desired; prefer one yr. of experience, but will consider new graduates. Salary: $16,000–$17,000 depending on experience and qualifications. **Send resume and the names of 3 references by Sept. 10** to: Cecile E. Kramer, Director, **Northwestern University Medical Library, 303 E. Chicago Ave., Chicago, IL 60611.**

Chief, access services department. Academic administrative position responsible for services in the university libraries which provide access to library materials. Chief of the access services department will administer lending services and interlibrary loan sections, which furnish circulation and interlibrary loan support for library units on the main campus at

University Park as well as 19 dispersed campuses across the state; analyze and plan for systemwide circulation and document delivery activities; work with library computer services and technical operations staff on matters related to LIAS, the integrated online system developed by the university libraries; maintain contacts with other libraries, networks, and consortia on resource sharing programs; participate in collection preservation and security programs; coordinate access services with collection development programs; and work with facilities and building services staff on library space planning on the main campus. This is a faculty position with academic rank reporting to the assistant dean and head of the reference and instructional services division. Qualifications: ALA-accredited MLS or equivalent; minimum of 5 yrs.' experience in an academic or research library system required, including some administrative and access service responsibilities; familiarity with integrated, online library systems (in particular, circulation components) essential; familiarity with interlibrary loan policies and procedures and resource sharing programs essential; knowledge of collection preservation and security matters; excellent analytical, planning, and communication skills. Additional advanced degree desirable. Potential for promotion and tenure will be considered. This is a new position and is available immediately. Salary and academic rank dependent on qualifications, minimum $27,000. Benefits include: liberal vacation; life, health, dental, and vision care insurance; choice of state or TIAA/CREF retirement; other optional insurance and tax-shelter plans; educational privilege. **Deadline: Sept. 15,** or until a suitable candidate is identified. To apply, send letter of application, current resume, and names of 3 references to: Vladimir Micuda, Chair, Search Committee, **Box LDS, The Pennsylvania State University, E505 Pattee Library, University Park, PA 16802.** An equal-opportunity, affirmative-action employer.

Head cataloging librarian. Under the supervision of the head technical services librarian/assistant director, manages the operations of the cataloging department. Sets goals, organizes, makes work assignments, and reviews performance for backlog-free operations. Prepares policy recommendations, writes procedures, and maintains departmental manuals and statistical records. Maintains high cataloging standards based on AACR2 and LC interpretation and practices, with the library's full utilization of the RLIN cataloging subsystem. Participates in specific cataloging tasks. Provides strong leadership and guidance to staff. Supervises a staff of 5.5 FTE including 2 librarians. Serves as a member of the library's reference service team which includes some night, weekend, and holiday work. Participates in business database search service. At least 5 yrs.' cataloging experience, including demonstrated success as manager of cataloging operations, is required. Proven supervisory ability is essential. MLS or equivalent training and experience, and experience with an online cataloging system are required. Ability to work successfully in the technical services environment of an academic business library is needed. Good communications skills are necessary. Salary: $28,500–$33,500. Contact: Search Committee "C," **J. Hugh Jackson Library, Graduate School of Business, Stanford University, Stanford, CA 94305.** EEO, AA employer.

Head, classics, linguistics, German and Romance languages (French and Italian) —graduate reading room. Administration of graduate-level collection serving faculty and students in departments named. Major duties include reference; bibliographic instruction; collection development for this reading room and the general collection related to these disciplines, as well as serving as bibliographer; supervision of a half-time staff member and student assistants. Reports to assistant director for main library public services. Librarians hold faculty rank and are expected to meet university requirements for promotion and tenure, including research, publication, and service.

Assistant University Librarian for Public Services

Position reports to university librarian. Responsible for all public service functions: reference, bibliographic instruction, circulation, government documents, maps, interlibrary loan. 6 full-time professionals, 8 support staff. Will be in charge of library in absence of university librarian.

Required: MLS from ALA-accredited library school, no less than 5 yrs.' professional experience in an academic library.

Preferred: experience as a supervisor of other professionals, knowledge and experience in both reference and circulation. Strong leadership and management skills. Evidence of good oral and written communication skills. Ability to work effectively with university community.

Position is 12-mo., tenure-track, choice of TIAA/CREF or state retirement system. Salary based on experience, minimum of $26,000. **Send letter of application, vita, transcripts, and 3 letters of recommendation by Oct. 1** to:

William J. Kirwan
Chair, Search Committee
Hunter Library
Western Carolina University
Cullowhee, NC 28723

Western Carolina University is an AA, EEO employer.

Required: MLS from ALA-accredited program; 2 or more yrs.' relevant experience; a graduate degree in one or more of the relevant disciplines; knowledge of one or more of the relevant languages; reference experience in an academic or research library; ability to communicate effectively, orally and in writing. Salary: $20,040–$27,840. **Apply by Sept. 1** to: Sharon A. Sullivan, Personnel Librarian, **Ohio State University Libraries, 1858 Neil Ave., Columbus, OH 43210.** Include names and addresses of 3 references. Qualified women, minority, and handicapped persons are encouraged to apply.

Head, government publications library. Reports to the assistant director for public services. Responsible for administering the overall operation (including processing) of a regional depository library which also includes state and international depository collections, as well as a government publications/technical reports microform collection of over 1.4 million units. Responsibilities include the management, planning, staffing, coordination, and evaluation of public service activities in the unit and the development and maintenance of collections in the area. The head is responsible for the work of one librarian, 5 support staff, and several student assistants. Some evening and/or weekend hrs. required. Requirements: an MLS degree from an ALA-accredited library school; 5 yrs.' experience in a U.S. depository library; 2 yrs.' supervisory experience. Preferences: 2 yrs.' experience in a U.S. regional depository library; 2 yrs.' demonstrated successful managerial experience as head of a U.S. depository library; demonstrated experience with technical processing of federal documents using the Superintendent of Documents Classification system; bibliographic instruction experience; collection development experience in government documents; knowledge of computer-based searching of government databases. This is a 12-mo. appointment with faculty rank and perquisites including TIAA/CREF and liberal annual and sick leave benefits. The salary range is $25,000–$32,000 depending on qualifications. This position is available immediately. Include, with letter of application, a resume and the names of 3 references, their current titles, addresses, and telephone numbers. **Apply by Aug. 31** to: Mildred Nilon, Chair, Government Publications Search Committee, **University Libraries, Campus Box 184, University of Colorado, Boulder, CO 80309.** The University of Colorado is an affirmative-action, equal-opportunity employer.

Berkeley
Head, Manuscripts Division
The Bancroft Library

The Bancroft Library, a unit of the General Library, is one of the largest libraries of manuscripts, rare books, and special collections in the United States. The Manuscripts Division includes documents ranging in subject from the history of California and Mexico to individuals and organizations in diverse fields, dating from the Renaissance to the present day.

Duties of the head include directing the operations of the division, with responsibility for the development, analysis, and maintenance of its collections; training and supervising support staff; processing, arranging, and cataloging collections; initiating and maintaining computer-based techniques for control of and access to the collections; preparing exhibits; preparing grant proposals; development; and physical maintenance and preservation of the collections.

Requires MLS degree, and 3 or more yrs.' experience as curator of manuscripts or archivist in a large academic library or collection; a working knowledge of Spanish, and a strong academic background in American history, political science, literature, and a good knowledge of California, Mexican, and Central American history. Knowledge of 18th- and 19th-century American literature desirable. Supervisory experience and familiarity with RLIN or other computer-based systems and with contemporary techniques for preservation of manuscript materials are expected.

Full job description mailed on request. Salary in the $22,776–$32,796 per annum range, depending on qualifications. Position available Oct. 1 or as soon thereafter as possible.

To apply, please send your resume, including the names and addresses of at least 3 professional references, by Aug. 31 to:

William E. Wenz
Library Personnel Officer
447 General Library
University of California
Berkeley, CA 94720

The University of California is an equal-opportunity, affirmative-action employer.

Head of reference department: available Nov. 1. Montana State University seeks a creative and energetic head for the reference department to join us in exploring innovative approaches to information services. The head of reference reports to the assistant director for public services and works closely with other departments to coordinate and carry out library policies. Coordinates all reference activities including the management of interlibrary loan, bibliographic instruction, and online search services. Plans and implements programs and prepares department budget. Participates in the selection, training, supervision, and evaluation of approximately 7.5 professional and 5.5 support staff. Expected to participate in library and campus committees. Work schedule may include some evening and weekend hours. Qualifications: MLS from an ALA-accredited institution. Master's or PhD in subject field required: ABD considered. 8 yrs.' progressively responsible relevant experience, primarily in an academic reference department. Experience with a bibliographic utility, WLN preferred. Demonstrated understanding of interlibrary loan, bibliographic instruction, and online search services. Evidence of professional creativity and initiative. Ability to work well with a variety of people in an academic

Library Director

Union College invites applications and nominations for the position of director of Schaffer Library. Union College is an independent, highly selective, residential college of 2,000 undergraduates, offering liberal arts and engineering curricula as well as a small graduate program. The director reports to the vice president for academic affairs and is responsible for administering a budget of approximately $1 million, a collection of 430,000 volumes, and a staff of 25 (12 professionals and 13 paraprofessionals).

Schaffer Library belongs to the 50-member Capital District Library Council and is a selective depository for federal government documents. The library participates in several OCLC subsystems and provides computerized reference service. Further library automation is planned for the near future.

Qualifications:
- —ALA-accredited MLS required;
- —Considerable professional experience at the staff level culminating in 2 yrs.' administrative experience in an academic library, with evidence of success in library fiscal planning, program development, and personnel management;
- —Demonstrated familiarity with current trends and applications of automated library systems;
- —Proven leadership abilities and superior communications skills;
- —Clear commitment to the principles of service and of open access to information; that is, advocacy of the educational mission of the college and of the library's active participation in that process;
- —Ability to work effectively with all segments of the college community;
- —Evidence of active participation in the profession beyond the local level and of professional growth through scholarly activity.

The position of library director is an administrative appointment with faculty status at the appropriate rank. Salary range is $35,000–$45,000. **Send application, including resume and names and addresses of 3 references, by Sept 1,** addressed to: **Search Committee for the Library Director, Office of Vice President for Academic Affairs, Union College, Schenectady, NY 12308.**

The college is an affirmative-action, equal-opportunity employer and encourages applications from women and from minority group members.

environment. Demonstrated leadership ability to analyze problems and develop practical solutions; plan, organize, and implement work procedures; train, manage, and motivate staff. Demonstrated ability and willingness to communicate effectively, orally and in writing. Appointment and salary: tenure-track, FY position at assistant professor level. $27,000 minimum. Candidate must meet university requirements for promotion and tenure. Montana State University nestles in the mountains of southwestern Montana, 90 miles north of Yellowstone National Park. We are the state's land-grant institution, with an enrollment exceeding 11,000 students. **Application materials must be postmarked or received no later than Sept. 21.** Application procedures: please send letter of application, resume, and 3 letters of recommendation which specifically address the requirements for this position to: Reference Search Committee Chair, Dean's Office, **Roland R. Renne Library, Montana State University, Bozeman, MT 59717-0022.** Montana State University is an affirmative-action, equal-opportunity employer and encourages applications from female, minority, and disabled persons.

Head, public documents and maps department. Under general supervision of assistant university librarian for public services, is responsible for overall operation of documents and maps department, with a staff of one additional professional librarian, 4.5 FTEs, and 10–12 student assistants. Promotes use of federal, state, and international documents and maps through effective coordination of selection, processing, and public service activities including outreach projects for faculty and students. Serves as liaison with other library units and maintains interest and involvement in national issues in government information. Requires ALA-accredited MLS; 3 or more yrs.' professional experience with public documents in an academic library; substantial knowledge of government organization and publications, including practical working experience with international, federal, and state documents; current awareness of depository procedures and regulations; demonstrated effective supervisory, communication, and interpersonal skills; ability to analyze routine procedures and solve problems; strong service orientation essential. Background in social sciences desirable; experience in user education and database searching preferred. Benefits: academic ranks, TIAA/CREF and other retirement options, excellent health care programs, 20 days' vacation. Minimum salary $20,000. **By Sept. 15,** send letter of application, resume, and names of 3 references to: Ann F. Stone, Personnel Librarian, **Duke University, Durham, NC 27706.** Affirmative-action, equal-opportunity employer.

Head reference services librarian. Reporting to the library director, has administrative responsibility for the operations of the reference services department. Develops, interprets, and carries out reference service policies and procedures. Keeps the reference resources up-to-date. Maintains the reference collection in good service order. Produces reference-area bibliographic records, guides, and publicity. Provides leadership and inspiration to staff. Coordinates online business database search function. Maintains constructive interdepartmental relations. Directly supervises an assistant reference librarian and a library specialist. Provides direct reference service to faculty, students, and staff, and other authorized users. Some night, weekend, and holiday service is included. Thorough familiarity with business and economics literature and an outstanding record of effective reference service are required. MLS or equivalent training and experience and at least 3 yrs.' library reference or public-service-function management experience are needed. Familiarity with academic library service and a record of supervisory effectiveness are necessary. Superior written and oral communications skills are required. Salary: $28,500–$33,500. Contact: Search Committee "A," **J. Hugh Jackson Library, Graduate School of Business, Stanford University, Stanford, CA 94305.** EEO, AA employer.

Humanities and social sciences reference bibliographer. Dartmouth College Library is seeking a reference bibliographer for the Baker Humanities and Social Sciences Library. The person we are seeking will be capable of working as a member of a reference-bibliographer team in an innovative and technologically sophisticated department utilizing the Dartmouth online catalog, RLIN, and OCLC, along with microcomputers. Responsibilities include developing the library's collections in Romance and Germanic languages and literatures through consultation with the faculty to identify instructional and research needs, and providing reference services including bibliographic instruction and online bibliographical searching in the humanities and social sciences. Qualifications: ALA-MLS, graduate degree in a Western European language with an emphasis on Spanish highly desirable, and a minimum of 3 yrs.' experience in an academic research library are required. Bibliographic instruction and computer database searching experience highly desirable. Salary and rank commensurate with experience and qualifications with a minimum salary of $18,500 for a Librarian II and a minimum of $22,200 for a Librarian III. **Before Aug. 31,** please send resume to: Phyllis E. Jaynes, Director of User Services, **115 Baker Library, Dartmouth College, Hanover, NH 03755.** Dartmouth College is an AA, EEO, M/F employer.

Librarian—for major science branch library in a system that stresses active information services. Supervise 3 full-time assistants and 6 FTE student assistants. Participate in planning responsive services and policies for the Science and Engineering Libraries. Collection development and information services, including computer searching and library instruction for biology and mathematical sciences. Opportunities to implement innovative services and develop library instruction. Available July 1. Requires MLS, science subject expertise, administrative and supervisory skills, and ability to communicate effectively with faculty, students, and staff. Salary $20,000 based on qualifications. Submit resume and names of 3 references to: Search Coordinator, **Box 636W, University of Rochester, 260 Crittenden Blvd., Rochester, NY 14642.**

Library automation coordinator. Responsible for providing technical expertise in evaluating the library's requirements for automation and, thereafter, in planning, coordinating, and implementing a comprehensive automated library system. Experience with automated library systems essential. Preference given to candidates with database searching experience and/or background in business or the natural sciences. Includes responsibility for supervision of circulation, ILL, online database searching, and several support staff. Applications are invited from librarians from all types of institutions. Faculty status; excellent fringe benefits; some evening and weekend reference work; salary dependent on education and experience, minimum $18,000. **Forward resume & the names of 3 references before Sept. 10** to: Peter Dollard, Library Director, **Alma College Library, Alma, MI 48801.** Equal-opportunity, affirmative-action employer.

Library director, Dropsie College. Starting date: summer 1984. Responsibilities: overall responsibility for maintaining a 100,000+-volume library. Supervision of a library staff of 7. Collection development in dialog with the faculty. Budget management, acquisitions control. Overall supervision of catalog conversion from Freidus to Library of Congress, plus periodic reporting to funding sources on projects' progress. Qualifications: MLS from an ALA-accredited school, strong knowledge of Judaica. Hebrew is a must. Previous administrative experience preferred. Salary range: $23,500-$30,000. Send letter of application and supporting materials (resume, salary requirements) to: David Goldenberg, President, **Dropsie College, 250 Highland Ave., Merion, PA 19066.**

Microforms librarian. The University of Arizona Library is seeking an experienced microforms librarian. The microforms librarian reports to the head of the serials department and has administrative responsibility for the overall operation of the current periodicals, newspapers, and microforms room in the main library. The current periodicals, newspapers, and microforms room contains over 5,000 currently received periodicals and 165 newspapers. The university library's collection of microfilm and microfiche numbers over 2 million items (including the Science/Engineering Library). 4 career staff positions report to the microforms librarian. This position will be involved with all aspects of the microforms collection: collection development, reference in relation to microforms, compilation of bibliographies and

guides for the collection, performing library instruction, recommending equipment for purchase, and keeping abreast of technological advances. An ALA-accredited library degree is required. Preference will be given candidates who have prior experience working in a microforms collection and who have knowledge of one or more foreign languages. Professional librarians at the University of Arizona Library are academic professionals with voting faculty status, have 12-mo. appointments, and earn 22 vacation days and 12 days of sick leave per year. The salary is $16,500-$22,000, depending on qualifications. A salary above the maximum can be negotiated depending upon yrs. of experience and exceptional qualifications. **By Aug. 15,** send letter of application, resume, and names of 3 references to: W. David Laird, University Librarian, **University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an EEO, AA employer.

Monographic cataloger. Qualifications: ALA-accredited MLS degree strongly preferred. Working knowledge of AACR2 and LC classification necessary. Experience with OCLC/SOLINET system preferred. Working knowledge of at least one foreign language, preferably Spanish, desirable. Willingness to accept responsibility, ability to work harmoniously with other professionals and paraprofessionals, and the ability to supervise the work of library student assistants are all essentials. Duties: shares in the cataloging (some original) of new monographic materials including music, microforms, and sound recordings using LC classification and subject headings, AACR2, OCLC-MARC format; some assignments in reclassification and catalog maintenance. Other duties as assigned. Benefits include faculty rank, status, privileges, and responsibilities; enrollment in the state retirement system; comprehensive medical coverage; university holidays and annual and health care leave. Salary: approximately $14,500. **Application procedure: send application and resume, including names and addresses of at least 3 references (preferably work) by Aug. 20** to: Frances Coleman, Chair, Search Committee—Monographic Cataloger, **POB 5408, Mississippi State University Libraries, Mississippi State, MS 39762.** Mississippi State University is an equal-opportunity, affirmative-action institution.

Nonprint media specialist/reference librarian. Maintain and develop nonprint, microform collections and services. Provide reference desk service, help with bibliographic instruction. ALA degree in library or information science and 4 yrs.' relevant experience required. 2nd master's or 30 additional hrs. desirable. Asst. prof. Salary $16,500 – $18,500. **Deadline: Aug. 31.** Resume and names and addresses of 3 references to: Dean of Administration, **Long Island University, Brooklyn, NY 11201.**

Personnel services coordinator, University of Toronto. Applicants must be graduates of an accredited library school. Extensive experience in personnel administration in a unionized environment. Demonstrated ability to design and conduct workshops on staff development and to implement personnel training and orientation programs. Ability to work effectively with staff at various levels. Experience in dealing with collective agreements. Proven communication skills, both written and oral. This is a senior staff position reporting directly to the chief librarian. Responsibilities include planning, organizing, and coordinating all activities related to recruitment, employment, and staff development in conformity with established university and library policies. Liaison with university personnel and labor relations offices. Supervision of Library Personnel Office staff. Preparation of statistical and analytical reports for internal and external purposes. The library is the 6th-largest in North America with a full-time staff of 467 and an annual budget in excess of $18 million. Present salary scale $30,100 – $50,100 but negotiable according to qualifications and experience. Librarians interested in applying should write with the names of 3 referees to: M. J. Sharrow, Chief Librarian, **University of Toronto Library, Toronto, Ont., Canada M5S 1A5.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Director, Science and Engineering Library
State University of New York at Buffalo

RESPONSIBILITIES: administers the Science and Engineering Library and its branches with total collections of over 220,000 volumes and a total appointed staff of 6 librarians and 4.5 support personnel. Responsible for overall operations assuring consistency, coordination, and cooperation among the departments. Analyzes operations and staffing patterns as necessary to develop effective and responsive services and greater efficiency. Prepares budget requests for area of responsibility and participates in the development and preparation of the university libraries' budget request. Sets goals and develops policies, priorities, and programs consistent with the university libraries' current priorities and objectives. Reports to the director of university libraries and sits on the Library Administrative Council.

QUALIFICATIONS: MLS from an ALA-accredited library school and 5 yrs.' professional library experience in an academic, research, or scientific library with demonstrated administrative and supervisory experience at the unit- or department-head level are required. Degree in science or engineering desirable but not essential.

SALARY: $22,000+, depending upon qualifications. Faculty status at the rank of senior assistant librarian/associate librarian.

Send letter of application and resume including the names of at least 3 references to:

M. E. State
Assistant to Director for Personnel
University Libraries
SUNY/Buffalo
432 Capen Hall
Buffalo, NY 14260

An EO, AA, and Title IX employer

Public services librarian to share regular evening and weekend schedule with another librarian. Demands excellent bibliographic and library instruction skills; commitment to university and community service. Responsible for providing assistance in reference and serials; night/weekend supervision. Applicants should be able to work effectively with all levels of academic community. Flexibility to allow individual development. 12-mo. appointment; faculty status; salary $17,000 – $20,000. Requires ALA-accredited MLS. MSU is fastest-growing university in Louisiana; unique area offers year-round outdoor recreation; convenient to Houston, New Orleans, the Gulf of Mexico. **Deadline for application Sept. 1.** Send resume and names of 3 references to: Richard H. Reid, Director of Library Services, **McNeese State University, Lake Charles, LA 70609.** McNeese State University is an equal-opportunity employer.

Reference librarian (assistant librarian rank). This anticipated position will have responsibilities at the central reference desk, for classroom library instruction, for online database searching, and for other professional responsibilities as assigned. Required: ALA-accredited MLS degree and commitment to reference service. Desirable: advanced subject degree; reading knowledge of one or more European languages; familiarity with online searching and with library orientation/instruction; relevant experience. Salary dependent upon qualifications ($15,400 minimum). **Applications received prior to Sept. 1 will receive preference.** Apply to: Sharon A. Hogan, Director, **Middleton Library, Louisiana State University, Baton Rouge, LA 70803.** LSU is an equal-employment university.

Reference librarian/bibliographer in the life sciences. To provide general and specialized reference service, serve as subject specialist/bibliographer in life sciences, participate in collection development program, and act as liaison to corresponding university departments, including department of food and nutrition. Required: ALA-accredited MLS degree, background in life sciences, good communication and interpersonal skills. Additional subject master's preferred. Minimum salary $15,000 (10.5-mo. contract). Starting date negotiable. **Application deadline Aug. 25.** Send resume with names of 3 references to: Thomas Lindsey, Chair, Life Sciences Search Committee, **University Library, Texas Tech University, Lubbock, TX 79409-0001.**

Reference librarian (business), Dana Library/Newark Campus. Available Sept. 1. Provide reference services at general reference desk. Responsible for online database searching, bibliographic instruction, and collection development in the areas of business, accounting, and economics. Serves as liaison to assigned academic programs and departments, including the Graduate School of Management. Research, publication, involvement in professional organizations, and participation in committee work. Evening and weekend work on a rotating basis. MLS required. Reference experience in an academic, research, or business library is preferred. Significant experience in business reference services highly desirable. MBA and undergraduate degree in one of the social sciences desirable. Experience in bibliographic instruction and in online database searching preferred. $19,249 – $23,505 minimum. Faculty status, calendar-yr. appointment, TIAA/CREF, life/health insurance, 22 days' vacation. **Submit resumes and 3 sources for current references by Aug. 15** to: Shirley W. Bolles (APP. 81), **Alexander Library, Rutgers University, New Brunswick, NJ 08903.**

Reference librarian. Coordinate library orientation and instruction program in a regional university. Participate in general reference service and database searching. Plan, develop, coordinate, and evaluate library instruction program. Requirements: MLS and 2 yrs.' experience in reference service including library instruction in an academic library. Demonstrated creative approaches to library instruction, good presentation skills, and ability to work harmoniously with library staff and users. Salary range: $17,000 – $19,000 for 9 mos. with opportunity to work 2 out of 3 summers. **Deadline for accepting applications: Aug. 15.** Appalachian State University, located in the northwestern corner of North Carolina in the Blue Ridge Mountains, has 10,000 students and is one of the 16 campuses of the University of North Carolina system. Send resume, official transcript, and 3 current letters of reference to: Richard T. Barker, University Librarian, **Appalachian State University, Boone, NC 28608.** An affirmative-action, equal-opportunity employer.

Positions Open continued on p. 510.

DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

August

12-14: *Teleconfg.: New Dvpts. for the Decade Ahead* conf., Andover (Mass.) Inn. Spons., Inst. for Graphic Communication, Inc. Info.: R. Murray, Dir. of Confs., IGC, 375 Commonwealth Ave., Boston 02115 (617-267-9425).

13-15: *Tchg. & Lrng. w/Children's Literature* conf., Portland, Ore. Spons., Lindenwood Col. Info.: P. Sharp, Portland State U., POB 751, 97207.

13-16: Amer. Statistical Assn. annual mtg., Franklin Plaza Hotel, Philadelphia, Pa. Info.: E. Bisgyer, ASA, 806 15th St. NW, Washington, DC 20005 (202-393-3253).

15: *Online Srchg.* wkshp., Arlington, Va. Spons., Amer. Psychological Assn. Info.: PsycINFO User Svcs. (703-247-7829 or 800-336-4980).

17-19: *Storytelling: Master Class* prog., Seabeck, Wash. Spons., U. Wash./GSLIS. Info.: B. Tolliver, Dir., Cont. Lib. Ed., GSLIS FM-30, U. Wash., Seattle 98195 (206-543-1889).

18-21: Annual Writers' Conf. in Children's Literature, Miramar-Sheraton Hotel, Santa Monica, Calif. Spons., Soc. of Children's Bk. Writers. Info.: SCBW, POB 296, Mar Vista Station, Los Angeles 90066.

18-26: *Storytelling Residency,* Eugene O'Neill Theatre Ctr., Waterford, Conn. Info.: L. Simms, 814 Broadway, New York, NY 10003 (212-674-3479).

19-21: *Advances in Impactless Printing* conf., Holiday Inn, Monterey, Calif. Spons., Inst. for Graphic Communication. Info.: see Aug. 12–14.

19-24: *Conf. on Prsrvn. of Black-&-White Photographic Images,* Rochester (N.Y.) Inst. of Technol. Spons., RIT. Info.: G. Eaton, 699 Heritage Dr., Rochester 14615 (716-663-6373).

20: *Word Processing & Electronic Spreadsheet Software: An Intro. for Lns.* wkshp., Fort Worth (Tex.) Pub. Lib. Also on Aug. 21 at Amarillo Pub. Lib.; Aug. 24 at Austin Pub. Lib.; Sept. 17 at Houston Pub. Lib.; Oct. 9 at Abilene Pub. Lib.; & Oct. 22 at San Antonio Pub. Lib. Spons., Tex. State Lib. *Enrollment limited.* Info.: B. Colyer or R. Walton, Lib. Dvpt. Div., Tex. State Lib., POB 12927, Austin 78711 (512-475-4110).

20-24: Amer. Federation of Tchrs. annual mtg., Washington (D.C.) Hilton Hotel. Info.: AFT, 11 Dupont Circle, Washington 20036 (202-797-4400).

22-24: Pacific NW LA annual conf., Billings (Mont.) Sheraton Hotel. Theme, "High-Tech, High-Touch." Fee, $50 PNLA mem.; $65 nonmem.; special rates available. Info.: S. Walker, Regis. Ch., Rocky Mountain Col., 1511 Poly Dr., Billings 59102-1796 (406-657-1086).

23-24: Medium-Size Libs. conf., Marriott Hotel, Indianapolis, Ind. Spons., Medium-Size Libs. Grp. Theme, "Some Ins & Outs of Managing Medium-Size Libs." Info.: J. Nytes, Carmel Pub. Lib., 515 E. Main, Carmel 46032 (317-844-3362).

27-30: Nebraska Videodisc Symposium, Nebr. Ctr. for CE, Lincoln. Spons., Nebr. Videodisc Design/Production Grp. Theme, "Videodisc: The Industry Comes of Age." Info.: R. Nugent, Station KUON-TV, U. Nebr., POB 83111, Lincoln 68508 (402-472-3611).

28-30: *Admin. of Photographic Collec.* wkshp., Washington, D.C. Spons., Soc. of Amer. Archivists. Fee, $50. *Enrollment limited.* Info.: L. Ziemer, SAA, 600 S. Federal, Suite 504, Chicago, IL 60605 (312-922-0140).

28-Sept. 1: *Zimbabwe Int'l. Bk. Fair,* Nat'l. Gallery of Zimbabwe, Harare. In conj. w/African Film Festival. Info.: *The African Bk. Publshg. Record,* Hans Zell Publshrs., POB 56, 14 St. Giles, Oxford OX1 3EL, England (0865-512934; Telex 837184 BEMSCO G) or Zimbabwe Int'l. Bk. Fair, c/o Zimbabwe Publshg. House, POB BW-350, Harare, Zimbabwe (790148-9; Telex 4339-4251).

30-Sept. 3: Soc. of Amer. Archivists annual mtg., Capital Hilton Hotel, Washington, D.C. Theme, "The Prof. of Archives." Info.: see Aug. 28–30.

COMING UP

ALA Annual Conference
Chicago, Ill. July 6–11, 1985

IFLA General Conference
Nairobi, Kenya Aug. 19–25, 1984
Chicago, Ill. Aug. 18–24, 1985

AASL Conference
Atlanta, Ga. Oct. 31–Nov. 4, 1984

ALA Midwinter
Washington, D.C. Jan. 5–10, 1985

September

2-7: Int'l. Assn. of Music Libs., Archives, & Documentation Ctrs.; Int'l. Assn. of Sound Archives jt. annual conf., Lake Como, Italy. Info.: H. Harrison, Secy. Gen., IASA, Open U. Lib., Walton Hall, Milton Keynes, England MK7 6AA.

4-7: *Collec. Mgmt. & Dvpt. Inst.,* U. Calif., Irvine. Spons., ALA/Resources & Tech. Svcs. Div.; et al. Fee, $205 RTSD mem.; $220 ALA mem.; $235 nonmem. *Enrollment limited to 100.* Info.: B. Drewett, ALA/RTSD, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x311).

5-7: Cncl. for Media Research annual conf., Queens Col., CUNY. Theme, "The New Technol. & Social Effects." Info.: Cncl. for Media Research, Community Facility Bldg., Rm. 332, Queens Col., 64-15 Kissena Blvd., Flushing, NY 11367.

8: *Children's Literature* conf., Mundelein Col., Chicago, Ill. Spons., Children's Rdg. Round Table of Chicago. Theme, "The Bequest of Wings: A Bk." Fee, $25. Info.: E. Schweri, Conf. Coord., 5735 N. Washtenaw, 60659.

8: *Tex. Sesquicentennial Oral History* wkshp., Waco (Tex.) Conv. Ctr. Spons. Tex. Oral History Assn. Info.: J. Jeffrey, Tex. Oral History Assn., CSB Box 401, Baylor U., Waco 76706 (817-755-3437).

9-11: *Integrating Personal Computers into the Workplace* conf., Monterey (Calif.) Holiday Inn. Details: see Aug 12–14.

10-11: Int'l. Cncl. of Museums Committee for Cnsrvtn. triennial mtg., Copenhagen, Denmark. Info.: DIS Congs. Svc., 48 Linde Alle, DK-2720, Vanlose, Denmark or B. Arthur, Sr. Scientist, Nat'l. Museum of Man, Ottawa, Ont., Canada K1A 0M8.

10-13: Lib. Assn. (British) annual conf., Brighton (England) Metropole Hotel. Theme, "Lnshp. w/o Frontiers." Fee £49 LA mem.; £69 nonmem. Info.: R. Palmer, LA, 7 Ridgmount St., London, England WC1E 7AE.

12: *The Fine Art of Children's Svcs.* conf., Capitol Plaza Hotel, Trenton, N.J. Spons., N.J. State Lib. Fee, $22. *Regis. deadline Aug. 31.* Info.: B. Razzano, Chldrn.'s & YA Svcs. Consultant, N.J. State Lib., 185 W. State St., Trenton 08625-0520 (609-984-1804).

12-14: *Eurographics '84,* Copenhagen, Denmark. Info.: Eurographics '84 Secretariat, DIS Congs. Svc., Linde Alle 48, DK-2720 Vanlose, Denmark (45-1-712244).

13-14: *Conf. on Integrated Online Lib. Systems,* Atlanta (Ga.) Hilton Hotel. Spons., Genaway & Assoc., Inc. Fee, $195. Info.: Genaway & Assoc., Inc., 530 W. Regency Circle, POB 477, Canfield, OH 44406 (216-533-2194).

13-15: South Carolina LA annual conv., Carolina Inn, Columbia. Theme, "Libs.: User Friendly." Info.: G. Shuler, Richland County Pub. Lib., 1400 Sumter St., Columbia 29201.

14: *Bk. Prsrvn.: Questions/Alternatives* conf., Health Sci. Lib., U. Md., Baltimore. Spons., U. Md./Health Sci. Lib. Fee, $60. Info.: R. Behles, Health Sci. Lib., U. Md., 111 S. Greene St., 21201.

14: *Managing Change* wkshp., McKenna Rm., Griswold's Inn, Claremont, Calif. Also on Sept. 28 at Oakland Airport Hilton. Spons., Calif. LA. Fee, $40 CLA mem.; $55 nonmem. Info.: CLA, 717 K St., Suite 300, Sacramento 95814 (916-447-8541).

15: Southern Nevada Storytelling conf., Henderson (Nev.) Conv. Ctr. Cospons., Clark Co. Assn. of Schl. Lns.; Henderson District Pub. Lib. Theme, "Talk Old Story Good & Word Magic Make the Hero's Face." Info.: M. Carollo, Henderson District Pub. Lib., 55 Water St., 89015 (702-565-8402).

15-18: South Dakota LA annual conf., Kings Inn Conv. Ctr., Pierre. Theme, "Coop. Starts w/You." Fee, $20 SDLA mem.; $25 nonmem.; special rates available. Info.: R.

McIntyre, S.D. State Lib., 800 N. Illinois, Pierre 57501 (605-773-3131).

16-18: Assn. of Info. & Dissemination Ctrs. (ASIDIC) fall mtg., Georgetown Marbury House, Washington, D.C. Theme, "Plng. for the Future: 1985 & Beyond." Fee, $95 ASIDIC mem.; $105 nonmem. Info.: J. Webb, ASIDIC Secretariat, POB 8105, Athens, GA 30603 (404-542-7020).

16-18: *First Nat'l. Medical Circuit Ln.* symposium, Corning (N.Y.) Hilton Inn. Spons., Robert Packer Hospital Medical Lib. in coop w/S. Ctrl. Research Lib. Cncl. Info.: E. Antes, Robert Packer Hosp. Med. Lib., Sayre, PA 18840 (717-888-6666 x4700).

16-19: 1984 World Congs. on the Human Aspects of Autom., Montreal, P.Q. Spons., Soc. of Manufacturing Engineers. Theme, "Wkg. Together for Positive Change." Info.: P. Van Doren, Asst. Mgr., Tech. Activ. Dept., SME, One SME Dr., POB 930, Dearborn, MI 48121 (313-271-1500).

17-18: *Info. Sci./Info. Resources Mgmt. for the Criminal Justice Prof.* course, George Washington U., Washington, D.C. Spons., GWU. Fee, $625. Info.: G. Harrison or C. Blouin, GWU, 20052 (800-424-9773).

17-20: *Curric. Dvpt. in a Changing World* wkshp., The Hague, Netherlands. Spons., Int'l. Fed. for Documentation (FID). Preconf.prog. to FID Congs. Fee, 225 Dutch guilders. Info.: A. van der Laan, FID Secretariat, POB 90402, 2509 LK The Hague, Netherlands.

17-21: *Int'l. Congs. on Archives,* Amsterdam, The Netherlands. Theme, "The Challenge Facing Archives: Greater Resp. & Limited Resources." Info.: K. Oldenhage, Postfach 320, D-5400 Koblenz, Federal Republic of Germany.

17-21: *Int'l. Congs. on Databases,* Paris, France. Spons., Infodial Videotex. Info.: Infodial Videotex, 4 Place de Valois 75001, Paris, France.

18: *The Incredible Usable Microcomputer – Lib. Appl.* wkshp., Raymond Walters Col., Cincinnati, Ohio. Spons., Greater Cincinnati Lib. Cnsrtm. Info.: GCLC Off., Ctrl. Lib. 447, U. Cincinnati, St. Clair at Woodside Pl., 45221-0033 (513-475-6152).

18-20: *Fed. Computer* conf., Washington, D.C. Info.: Fed. Computer Conf., POB 368, Wayland, MA 01778 (800-225-5926 or 617-358-5181).

18-21: Amer. Assn. for State & Local History, Galt House, Louisville, Ky. Info.: P. Hall, Dir., Ed. Div., AASLH, 708 Berry Rd., Nashville, TN 37204 (615-383-5991).

18-21: *Assn. for Info. Mgmt.* conf., London, England. Info.: S. Jespersen, ASLIB, 3 Belgrave Sq., London, England SWIX 8PL.

19-21: *Fiber Optic Communications & Local Area Netwks. Exposition,* Las Vegas, Nev. Info.: Info. Gatekeepers, Inc., 138 Brighton Ave., Boston, MA 02134 (617-787-1779).

20-22: Intl. Rdg. Assn. reg'l. conf., Medicine Hat, Alta., Canada. Info.: IRA, POB 8139, 800 Barksdale Rd., Newark, DE 19711 (302-731-1600).

20-22: North Dakota LA annual conf., Ramada Inn, Williston. Info.: C. Bailey, NDLA Pres.-Elect, Mary Col. Lib., Apple Creek Rd., Bismarck 58501.

20-23: Oral History Assn. annual mtg., Marriott Hotel, Lexington, Ky. Info.: R. Marcello, N. Tex. State U., Box 13734, NTSU Station, Denton 76203 (817-565-3385).

21: *An Intro. to Data Proc'g. Fundamentals for Non-Data Proc'g. Mgrs. & Staff: How to Work Effec. w/Data Proc'g. Ctrs.* prog., Thompson Conf. Ctr., U. Tex. at Austin. Spons., UT-Austin/GSLIS/CE Ext. Div. Fee, $35. Info.: B. Herring or B. Immroth, Schl. Microcomputers, GSLIS, UT-Austin, 78712-7576 (512-471-3821).

21-22: *Corn Island Storytelling Festival,* Louisville, Ky. Fee, $18. Info.: J. Pennington, Coord., CISF, 11905 Lilac Way, Middletown 40243 or Louisville Graphique (502-426-0767).

ADVERTISEMENTS

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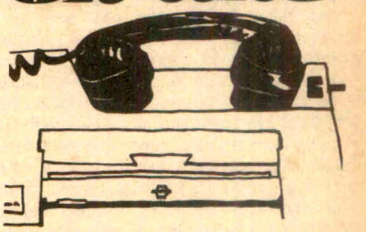

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University of Pittsburgh
SCHOOL OF LIBRARY AND INFORMATION SCIENCE

Positions Open continued from p. 507.

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The City College Library has over 1 million volumes in support of liberal arts and master's study, doctoral instruction in 10 science fields, and professional programs in engineering, nursing, and biomedicine.

An ALA-accredited MLS degree required. Undergraduate background in science or equivalent experience. Additional graduate study or advanced degree preferred. 2 yrs.' experience in academic or large public library reference work preferred, including success with database searching and bibliographic instruction. Interest and ability to select library materials in assigned fields. Excellent English-language communication skills. Familiarity with interlibrary loan networks, OCLC, and the GEAC circulation system is advantageous.

Participates in all professional tasks in a separate, subject-division library; provides reference assistance with physical science, engineering, and biomedical resources, including government documents; implements special projects as assigned.

A 35-hr. workweek, with some evening and/or weekend hrs. Salary range: instructor $19,858 – $29,553; assistant professor $21,650 – $34,918. Salary and rank commensurate with qualifications and experience; earned vacation, sick leave, paid holidays. **Send resume and names of 3 references by Sept. 12** to:

Wilhelmina Varner
Executive Assistant to the Chief Librarian
The City College of CUNY
Convent Ave. at 138th St.
New York, NY 10031

An EO, AA employer

Reference librarian (engineering). Works with 8 other librarians under the direction of the head of reference in providing general reference service and freshman library orientation. Provides reference and consultation services, collection development, online searching, and bibliographic instruction in the engineering disciplines. Qualifications: ALA-accredited MLS required; master's degree in one of the sciences or engineering highly desirable; 2 yrs.' reference experience desirable. Faculty status, tenure-track appointment, and good benefits. Salary range: $19,000 – $24,000. The Robert Muldrow Cooper Library is an important research support facility with a collection of 1,260,000 volumes including 13,500 serial titles. The staff includes 22 librarians and 60 technical assistants. **Send letter of application with resume and names, addresses, and telephone numbers of 3 references by Aug. 15** to: Myra Armistead, Chair, Reference Librarian Search Committee, **R. M. Cooper Library, Clemson University, Clemson, SC 29631.** An EEO, AA employer.

Reference librarian for small liberal arts college library. Responsibilities include reference services to faculty and students, supervision of all public services including audiovisual services, bibliographic instruction, interlibrary loan, and circulation. Some night and weekend duty. Requirements: ALA-accredited MLS. Academic library experience. Preferences: familiarity with OCLC systems. Subject background in social sciences or humanities. Salary: $14,000 minimum. **Send resume and names of 3 references by Aug. 20** to: Helen E. Gilbert, Librarian, **Holman Library, McKendree College, Lebanon, IL 62254.** AA, EOE.

Reference librarian/life science bibliographer. Responsible for traditional and computer-aided reference service in the Science and Engineering Division; development of the life science collection; bibliographic instruction; online searching; liaison with teaching departments. Some evening and weekend hours. Required: MLS from an ALA-accredited library school; upper-division coursework in biology or related sciences. Demonstrated experience working with the public. Preferred: undergraduate degree and/or additional graduate work in a life science; library experience with life science materials; experience with online literature retrieval; reading knowledge of German. $16,000+ depending upon experience. **Send letter of application, resume, and names of 3 references or placement bureau address by Aug. 31** to: Dennis R. Defa, **328 Marriott Library, University of Utah, Salt Lake City, UT 84112.** EEO, AA employer.

Reference librarian/social sciences. (Previously advertised as half-time position.) Qualifications: BA or BS degree required, with emphasis on the social sciences preferred; MLS degree from ALA-accredited library school strongly preferred; one or more yrs.' reference work experience in an academic library preferred. A broad understanding of the social sciences is required. Supervisory and organizational capabilities necessary. Applicant must be interested in and have the ability to communicate effectively with the faculty, staff, and students. Duties: responsibilities include general reference functions, collection development activities, working with periodicals and serials, supervision of student assistants, subject area database searching, participation in bibliographic instruction/tours, committee activities, and other duties as assigned. Benefits: includes faculty rank, status, privileges, and responsibilities; enrollment in the state retirement system; comprehensive medical coverage; university holidays, and annual and health care leave. Salary: $14,500 range. **Application procedure: send letter of application & resume, including names & addresses of at least 3 references (preferably work) by Aug. 15** to Chair, Search Committee, Reference Librarian /Social Sciences, **Mississippi State University, P.O. Drawer 5408, Mississippi State, MS 39762.** Position available: immediately. Mississippi State University is an equal-opportunity, affirmative-action institution.

Reference librarian to assist students and faculty in use of library. Requires master's degree in library science. Library experience with college students desired. Full-time assignment beginning Sept. 4 with primary assignment Mon. – Thurs. 12 p.m. – 9 p.m. and Fri. 7:45 a.m. – 4:30 p.m. Minimum salary $23,173 depending on education and experience. Apply to: John Renley, Vice President, Student & Personnel Services, **El Camino Community College District, 16007 Crenshaw Blvd., Torrance, CA 90506.**

Reference librarian. The UCLA Biomedical Library has 2 reference librarian positions open. Duties include reference desk service, online search service, and library instruction. Minimum qualifications: MLS degree from an accredited program normally required; strong communication skills; ability to analyze information needs critically and logically. Desirable qualifications: strong academic background in biology, chemistry, or related field; experience with NLM, BRS, and/or DIALOG; familiarity with information resources in the health and life sciences; teaching or public speaking experience. Salary range: $18,636 – $32,796. Benefits: 2 days per month of vacation leave, one day per month of sick leave, excellent retirement system, and group health and life insurance plans. Personal interview may be required. **Applications received by Sept. 15 will receive first consideration.** Send resume and 3 references to: Rita A. Scherrei, Director of Administrative Systems and Personnel Services, **University Research Library, UCLA, Los Angeles, CA 90024.** UCLA is an equal-opportunity, affirmative-action employer. Librarians at UCLA are represented by an exclusive bargaining agent, the American Federation of Teachers (AFT).

Reference librarians. 2 positions at Central Michigan University, serving 16,000 students and 600 faculty, reporting to the coordinator of public services. Responsibilities: general reference service at the library's main reference desk. This involves online searching and the use of public service OCLC terminals. Emphasis on bibliographic instruction, including the teaching of at least one section of a course on the use of the library. May serve as subject bibliographer with responsibilities for collection building and faculty liaison in an area of specialty. Scheduling includes flexible work hours with some night and weekend assignments. Required: ALA-accredited MLS degree. Desirable: second master's degree and/or appropriate subject background in English, communication, or education. These are 10-mo., tenure-track, faculty positions. Reappointment and promotion dependent upon meeting university criteria based on professional, scholarly, and creative activity. 2-semester salary is negotiable according to qualifications and experience: at least $16,000 at instructor level and $18,000 at assistant professor level. Opportunity for additional summer employment exists. **Application must be postmarked no later than Aug. 17.** Submit application, resume, and the names and addresses of 3 references to: Chair, Selection Committee, **Central Michigan University, POB 2067, Mt. Pleasant, MI 48858.** CMU is an affirmative-action and equal-opportunity institution.

Science bibliographer. Evaluates and develops subject collections in biological, geological, and atmospheric sciences, monitoring allocated funds, continuing commitments, approval plans. Serves as liaison to faculty and students in the corresponding academic departments, provides in-depth bibliographic instruction and specialized reference. Reports to head, collection development department. Also provides general reference services during assigned hours, including some evenings and weekends. Does online searching of science databases on BRS and DIALOG. Library faculty at SUNYA are expected to fulfill faculty obligations in the areas of contributions to the advancement of the profession and university service as well as specific library assignments. Qualifications: MLS from an ALA-accredited library school, undergraduate and/or advanced study in biological or geological sciences preferred; background in other sciences considered. Preference will be given to candidates with relevant experience in an academic or special library subsequent to receipt of MLS. Experience in computerized bibliographic searching is desirable. Salary & rank: commensurate with education and experience; salary from $17,000 depending on qualifications. **Inquiries should be received by Aug. 31.** Send letter of application, current resume, names and addresses of 3 references to: Deborah Duchala, Library Personnel Officer, **University Libraries—Rm. 140, State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222.** SUNY at Albany is an equal-employment-opportunity, affirmative-action employer. Applications from women, minorities, and handicapped are especially welcome.

Science librarian. To provide reference services, maintain science collection, perform online searching through commercial databases, and coordinate programs with faculty in science departments. Qualifications: master's in library science from an ALA-accredited school; undergraduate and graduate work in science desirable; PhD and experience preferred. Salary range: $16,000 – $18,000. Wanted Sept. 1. Apply to: Donald T. Hartman, Vice President and Dean of Academic Affairs, **Juniata College, Huntingdon, PA 16652.** Affirmative-action, equal-opportunity employer.

Search analyst—Mississippi State University Libraries. Qualifications: master's degree in library science required. MLS from ALA-accredited school strongly preferred. One yr. or more work experience in an academic library with several online database systems; in-depth searching experience in at least one online system preferred. Knowledge of searching principles and machine-readable databases. Effective interviewing and communication skills. Logical, thorough, analytical mind. Applicant must have the ability to be innovative and work effectively with students and faculty. Supervisory capabilities and organizational abilities necessary. Responsibilities include: database searching, supervising search records, billing and statistics compilation, training other staff members in online searching, coordinating the continuing education of other search analysts and library administrators with respect to database services, giving demonstrations of the database services to interested groups, performing evaluation studies of the database services, promoting and publicizing the services of Computer Assisted Information Retrieval Service (CAIRS), and other duties as assigned. Benefits include faculty rank, status, privileges, and responsibilities; enrollment in the state retirement system; comprehensive medical coverage; university holidays and annual and health care leave. Salary: $18,000 range. Position available: Sept. 1. This position will be filled only if a suitable applicant is found. **Application procedure: send letter of application & resume, including names & addresses of at least 3 references (preferably work) by Aug. 20** to: Bette M. Rice, Chair, Search Committee, Search Analyst, **Mississippi State University, P.O. Drawer 5408, Mississippi State, MS 39762.** Mississippi State University is an equal-opportunity, affirmative-action institution.

Senior assistant librarian, reference department (12 mos.). Works in active and dynamic academic reference department. Participates in reference desk work, library instruction, reference work, general collection development and faculty liaison activities, online searching, and assists with planning and implementing automated reference systems. Qualifications include an MLS from an ALA-accredited school and at least 4 yrs.' experience in academic reference work. (A master's degree in a subject field is required for tenure.) In addition, experience in systems development and coursework in computer and/or information science is highly desirable. Salary dependent upon qualifications ($20,800 – $28,872/yr.). **Deadline for application is Aug. 15.** Letter of application, current resume, and 3 letters of reference should be sent to: David B. Walch, Library Director, **Robert E. Kennedy Library, California Polytechnic State University, San Luis Obispo, CA 93407.** California Polytechnic State University is an affirmative-action, equal-opportunity employer.

Senior assistant librarian (temporary for one yr.) to serve as assistant to budget officer/systems analyst in San Jose State University Library. Assist in the maintenance of fiscal and statistical data, workflow studies, and implementation of automated systems. Requires MLS from an ALA-accredited library school, minimum 5 yrs.' fiscal experience, and understanding of statistical methods. Automation experience desired. Salary: $20,880 – $28,872 annually. **Resumes by Aug. 30** to: University Librarian, **Clark Library, San Jose State University, One Washington Square, San Jose, CA 95192-0028.**

Serials and reserve librarian for library in community college setting in semitropical, lower Rio Grande Valley. Master's degree in library science from ALA-accredited institution. Successful experience in academic or public library, including supervisory-level work, and bilingual Spanish/English preferred. Responsible for collection development, supervision in serials and reserve area, and binding and serials control. Library serves college, university, and general public. 11.5-mo./yr. duties include one night/week and one weekend/mo. Salary range: $17,657 – $22,954. **Application deadline: Aug. 31,** or until position is filled. Procedure: submit letter of application and completed official application form, dossier that includes 3 letters of professional reference, and official transcripts of all college/university work to: Alfredo C. Zamora, Personnel Officer, **Texas Southmost College, 80 Fort Brown, Brownsville, TX 78520; 512-544-8205.** Board of Trustees reserves the right to reject any and all applications. An affirmative-action, equal-opportunity employer, M/F/H.

Dean of University Libraries
University of Nebraska-Lincoln

The University of Nebraska-Lincoln invites applications and nominations for the position of dean of university libraries. The university is the state's land-grant and only comprehensive, doctoral-degree-granting institution. Its libraries consist of the Don L. Love Memorial Library and 10 branch libraries with holdings of approximately 2 million volumes. The personnel consists of 50 faculty and 100 support staff. It utilizes traditional as well as new information technologies. The libraries serve approximately 20,500 undergraduate students, 4,300 graduate students, and a faculty of 1,200.

The dean is the chief administrative officer for the university libraries, reports to the vice chancellor for academic affairs, and is a member of the Council of Academic Deans. The dean works with the library faculty and staff to maintain and develop policies and procedures which support the university's academic objectives and programs. The dean provides creative leadership in enhancing a major research library.

Candidates for this position must have an accredited MLS; an earned doctorate or have demonstrated achievement and interest in academic research; and a minimum of 5 yrs.' experience in a university research library in upper-level line positions with budgetary responsibilities. They should show evidence of continuous professional growth and scholarly achievement. The position requires a broad understanding of both public and technical services of a library system; experience in both areas is desirable. Candidates must have an up-to-date knowledge of developments in information technology, including computer applications. An ability to organize and plan library operations is required.

The dean must have demonstrated superior communication, management, and interpersonal relations skills necessary to work with faculty, students, administrators and staff, potential donors, and a variety of external constituencies.

The salary will be commensurate with qualifications, experience, and the responsibility of the position; minimum $50,000. **Nominations must be postmarked by Sept. 21. Deadline for applications is Oct. 1,** or until a suitable candidate is selected. Applicants should send a letter of interest along with an up-to-date vita and the names of 5 references to:

Chair, Advisory Committee
Library Dean Search
Office of the Vice Chancellor for Academic Affairs
309 Administration Bldg.
University of Nebraska-Lincoln
Lincoln, NE 68588-0402

Affirmative-action, equal-opportunity employer

Serials librarian. Kennesaw College is a dynamic public senior college, the fastest-growing in the university system of Georgia. The college aspires to become a leader among its peer institutions in making meaningful and lasting progress in responding to the needs and concerns of minorities and women. Additional minority faculty are especially needed to make this sincere commitment a reality. Kennesaw College Library has a position available for a serials librarian. The successful applicant must have an MLS degree and serials experience. Experience with automated serials system and experience in reference work are desirable. Responsibilities include selection, processing, and problem solving, having to do with periodicals, microforms, binding, and serials other than periodicals. Some reference work and evening hrs. required. Starting salary $15,000 – $20,000. **Send resume with names of 3 references by Aug. 31** to: Arthur Dunning, Office of Academic Affairs, **Kennesaw College, POB 444, Marietta, GA 30061.**

Slavic/Western European bibliographer. Under general supervision of assistant university librarian for collection development, selects and monitors materials (primarily from Soviet Union) in support of Slavic studies. Serves as liaison with faculty. Also responsible for selecting and monitoring materials in support of Western European programs. Ongoing duties include evaluation of collections, formulation of collection policies, and coordination of cooperative activities with counterparts in neighboring institutions. Requires ALA-accredited MLS; fluency in Russian and competency in German; working knowledge of Polish and one additional major European language highly desirable; academic background in social sciences and humanities in relevant areas also highly desirable (French preferred); familiarity with international book sources; knowledge of principles of bibliographic control and ability to resolve complex bibliographical problems with accuracy; minimum of 2 yrs.' experience in collection development or equivalent experience; effective oral and written communication skills; demonstrated ability to work well with library staff and other members of academic community. Benefits: academic ranks, TIAA/CREF and other retirement options, excellent health care programs, 20 days' vacation. Expected salary range: $18,400 – $25,800 if appointed at senior assistant librarian rank; $20,600 – $30,900 if appointed at associate rank. **By Sept. 15,** send letter of application, resume, and names of 3 references to: Ann F. Stone, Personnel Librarian, **Duke University, Durham, NC 27706.** Affirmative-action, equal-opportunity employer.

Special collections cataloger. The University of Texas at Arlington Library is seeking a cataloger who, under the direction of the head of monographic cataloging, will be responsible for the descriptive and subject cataloging and classification of books, maps, microforms, manuscripts, and media for its special collections, a research collection primarily devoted to early Texas history and the Mexican War of 1846 – 48. Required: master's degree from an ALA-accredited program; minimum of 2 yrs.' recent cataloging and OCLC experience in an academic library; reading knowledge of a modern European language, Spanish preferred. Salary based on qualifications and experience, $16,500 minimum. **Send letter of application and resume including 3 letters of reference by Aug. 17** to: Shirley Sheets, Chair, Search Committee, **UTA Library, Box 19497, Arlington, TX 76019.** An equal-opportunity, affirmative-action employer.

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3 temporary senior assistant reference librarian positions available in Clark Library, San Jose State University (from Sept. 1984 to June 1985). Responsibilities: reference, bibliographic instruction, and online

searching. Requirements: MLS from an ALA-accredited institution and knowledge of science reference materials. Academic library reference experience preferred. Salary: $20,880 annually. **Send resume and the names of 5 references by Aug. 15** to: Maureen Pastine, University Librarian, **Clark Library, San Jose State University, One Washington Square, San Jose, CA 95192-0028.**

University librarian. Kutztown University announces this position beginning January 1985. 5 yrs.' administrative library experience, master's degree in library science from an ALA-accredited institution plus an advanced certificate or a second master's degree in subject field. A doctorate in library science preferred. Salary $30,000 – $36,000 commensurate with qualifications and experience. **Submit letter of application with current resume and 3 letters of recommendation by Sept. 14** to: Evan J. Kern, Dean, Chair, Search Committee, **Kutztown University, Kutztown, PA 19530.** Kutztown University is an affirmative-action, equal-opportunity employer.

ALA

Director, Public Information Office, ALA. (Salary schedule $30,400 – $45,600.) Responsible for the management of ALA's public information program including a nationwide public service advertising program to increase public awareness and support of libraries. The position manages ALA's public relations, media relations, conference publicity, news dissemination for all ALA units, the National Library Week program, *OPENERS*, 2 syndicated weekly columns, and national marketing campaigns. Serves as staff liaison to the National Library Week Committee and Friends of Libraries USA. Provides public relations counsel to ALA staff and officers. Develops creative strategies, materials, and marketing programs to promote libraries, and generates income to support these activities. Qualifications: public relations and communications skills and experience, including ability to write and speak effectively, to work with the media, and to create promotion plans and strategies. Knowledge of library and information services and of ALA goals, programs, and policies. Administrative and supervisory skills. Evidence of qualifications may consist in part of an advanced degree in librarianship, degrees in other disciplines, or relevant experience. **Application with resume should be sent by Sept. 1** to: **ALA Personnel Office, 50 E. Huron St., Chicago, IL 60611.**

FOREIGN LIBRARY

Saudi Arabia
Arabic Language Librarian

The U.S. – Saudi Arabian Joint Economic Commission seeks a bilingual librarian for 2-yr. job in Riyadh (w/possibility of renewal).

RESPONSIBILITIES: on- and offline cataloging; research services; collection development and maintenance. All services bilingual.

QUALIFICATIONS: U.S. citizenship, fluent Arabic/English, MLS, cataloging/classification exp.; min. 4 yrs.' professional exp., incl. collection development, familiarity with AACR. Desirable: economics background, add'l. degrees (e.g., MBA).

BENEFITS: base salary (to max. of $32,980) + 25 percent, free housing, car, etc. Dependents to accompany.

To apply contact ASAP, and no later than Aug. 15: Liz Kramer, Checchi and Co., 1730 Rhode Island Ave. NW, Washington, DC 20036; 202-452-9700.

Equal-opportunity employer

LAW LIBRARY

Reference librarian/assistant professor. Requirements: JD and MLS degrees from accredited schools with substantial law or library experience. Responsible to head of public services for the provision of reference services to law school with 650 students and 25 faculty, as well as alumni and other authorized users. Working knowledge of computer systems preferred. 12-mo. contract, tenure track. Evening/weekend duties required. Salary: $22,000 minimum. Available: immediately. Send resume, JD and MLS degree transcripts, 3 letters of reference to: Win-Shin S. Chiang, Law Librarian, **Loyola University, 6363 St. Charles Ave., New Orleans, LA 70118.**

LIBRARY EDUCATION

Assistant/associate professor. Tenure-track, beginning fall 1984. Qualifications required: PhD completed in library and information science or related field; MLS from an accredited ALA program. Ability to teach master's-level courses in some combination of the following: library automation/information retrieval/cataloging and classification with an emphasis on bibliographic utilities/science and technology resources. Salary: $21,500 – $30,000 for 9-mo. appointment with summer as additional appointment an option. Applications accepted until a suitable candidate is found. Anticipated date for filling position: fall 1985. Submit letter of application, resume, and names of 3 references to: Kathleen M. Heim, Dean, **School of Library and Information Science, Louisiana State University, 267 Coates Hall, Baton Rouge, LA 70803.**

MEDICAL LIBRARY

Librarian, reference. Provides reference services, automated literature searches, and bibliographic instruction; rotating Saturday and evening duties; participates in departmental projects and exhibits; other duties as assigned. Qualifications: 2 yrs.' experience in a health sciences library; experience searching BRS, NLM, and DIALOG systems; knowledge of interlibrary loan operations; and experience in providing bibliographic instruction. Salary: $17,000. Send resume and the names of 3

Dean
School of Library Science
University of North Carolina at Chapel Hill

The University of North Carolina at Chapel Hill seeks applications for the position of dean of the School of Library Science. The position will be available July 1, 1985.

The dean is the chief academic and administrative officer of the school and reports to the provost. Applicants or nominees should have distinguished scholarly records and experience appropriate for a tenured appointment to the school, demonstrated administrative ability, knowledge of and commitment to library and information science education, and a commitment to affirmative action and equal educational opportunity.

Salary range: $55,000 – $85,000.

Send letter of application, with vitae and 3 letters of reference, or nominations, by Oct. 15 to:

Thomas A. Bowers, Chair
Search Committee for School of Library Science Dean
School of Journalism
Howell Hall 021A
University of North Carolina at Chapel Hill
Chapel Hill, NC 27514

The University of North Carolina at Chapel Hill is an affirmative-action and equal-opportunity employer. Minorities and women are encouraged to identify themselves voluntarily.

Dean
School of Library and Information Studies
Florida State University

Applications and nominations are invited for the position of dean of the School of Library and Information Studies at the Florida State University effective July 1, 1985. The dean reports to the vice president for academic affairs and provides administrative leadership for a graduate program in library and information studies at the master's, advanced master's, and doctoral levels.

Candidates should possess an earned doctorate in a relevant field and have a distinguished publication and research record appropriate for a tenured appointment in a School of Library and Information Studies. Other qualifications include a strong commitment to collegiality, affirmative action, and equal educational opportunities; a broad knowledge of information and library science; the ability and willingness to be an advocate for the school; and demonstrated administrative skills in program and faculty development. Salary range is $55,000–$70,000.

The School of Library and Information Studies is one of 14 major academic schools and colleges at the Florida State University, located in Florida's capitol city. It is housed in a new building designed specifically to support its progressive academic programs.

Nominations should be submitted by Aug. 1. Letters of application, accompanied by a detailed vita and the names of 3 references, should be sent by Sept. 1 to:

Alphonse F. Trezza, Chair
Dean's Search Committee
School of Library and Information Studies
The Florida State University
Tallahassee, FL 32306
904-644-5775

The Florida State University is an equal-opportunity, affirmative-action employer and specifically encourages applications from minorities and women.

references to: Cecile E. Kramer, Director, **Northwestern University Medical Library, 303 E. Chicago Ave., Chicago, IL 60611.** EO, AAE.

Reference librarian. Under the head of reference services, provide bibliographic, instructional, and reference assistance to library users. Responsibilities include online searching, organizing and conducting tours and orientation programs, and providing reference desk coverage. Requires MLS from ALA-accredited school; prefer academic background in the biological or health sciences, and coursework in health sciences librarianship. Minimum salary: $16,500. **To ensure consideration, completed application (including a form supplied by the AHSC Library) must be received no later than 5:00 pm, Friday, Sept. 14.** Contact: Thomas D. Higdon, Director, **Arizona Health Sciences Center Library, University of Arizona, 1501 N. Campbell Ave., Tucson, AZ 85724.** An equal-opportunity, affirmative-action employer.

OTHER

Assistant librarian. Responsibilities include cataloging, classifying, and processing all materials added to library collection, including monographic, serial, and VF publications. Other job duties involve ready reference, some in-depth reference, circulation, and ordering textbooks. Successful candidate will oversee many of the daily routines and will assist the librarian in planning and implementing long-range projects such as inventories and automation of the library. Qualifications include ALA-accredited MLS with science or engineering background required. Candidates with 1–2 yrs.' experience in cataloging and knowledge of AACR2 preferred. Salary range $15,000–$17,000. Send complete resume to: Director of Personnel, **The Institute of Paper Chemistry, POB 1039, Appleton, WI 54912.** An equal-opportunity, affirmative-action employer.

Editor. *The Horn Book Magazine* seeks a person with editing and writing experience to be its editor. Along with a demonstrable commitment to children, a broad, critical knowledge of children's literature, past and present, is required. Salary: low $30s. Interviewing now taking place. **Applications requested by Sept. 1.** Reply to: Thomas Todd, President, **The Horn Book, Inc., 31 St. James Ave., Boston, MA 02116.**

PUBLIC LIBRARY

Assistant director/finance. New position in regional library system with budget of $1,360,000 headquartered in Charlottesville, Va. Must have demonstrated ability to plan, organize, and execute a system of fiscal control and reporting, and have experience in automated fund accounting procedures. Must be a graduate of a college or university of recognized standing with major work in accounting, business, or public administration, preferably supplemented by master's degree in business or public administration. ALA-accredited MLS desirable, but not required. Starting salary of $19,560. Send resume to: William R. Swinson, Director, **Jefferson-Madison Regional Library, 201 E. Market St., Charlottesville, VA 22901.**

Branch librarian for active community service from new library facility. Responsible for management of staff, materials, and programming. ALA-accredited MLS and 2 yrs.' public service experience required. Salary $15,448–$20,456. **Submit resume by Aug. 15** to: David Macksam, Assistant Director, **Central Arkansas Library System, Little Rock, AR 72201.**

Catalog librarian. Progressive public library serving county of 200,000. Assistant to department head. Responsibilities include cataloging all types of materials, supervision, maintenance of catalogs and CLSI database, possible conversion to online catalog. Requirements: accredited MLS, OCLC experience or training, knowledge of AACR2, DDC, LCSH, and ability in library automation. Salary, $16,896–$18,624 depending on experience. Good fringes include 20 days' annual leave. **Submit letter and resume by Aug. 31** to: Director, **Spartanburg County Public Library, POB 2409, Spartanburg, SC 29304.**

Children's services/outreach librarian, Oconee County Public Library. Main library located in the town of Walhalla, S.C., serves entire county pop. of 48,611 through main lib., 3 branches, and one bookmobile. MLS required. Salary mid-teens. **Send resume by Sept. 1** to: **Oconee County Personnel Office, Public Service Bldg., Walhalla, SC 29691; 803-638-5394.** An EO, AAE.

Coordinator of information services. Responsible for coordinating circulation and reference departments. Duties include general reference services, vertical files, interlibrary loan, computerized bibliographic searching, and reference collection development. Supervision of clerical staff. Desirable: one yr.'s professional experience, knowledge of OCLC and computerized searching. Minimum requirement for this position is a master's degree in librarianship. Salary range $13,000–$15,210 depending on qualifications. Good fringe benefits. Position available Sept. 17. **Deadline for applications Aug. 30.** Send resume and have 3 letters of recommendation sent to: Nancy C. Pack, **William F. Laman Public Library, North Little Rock, AR 72114.**

Director for a county library system and 3-county library district with 24 libraries and one bookmobile. ALA-accredited MLS, minimum of 6 yrs.' full-time experience in a professional library position, and 3 yrs. in a supervisory capacity. Must be eligible for Pennsylvania certification. Salary range $23,000–$25,000. Usual fringe benefits. **Send letter and detailed resume by Aug. 31** to: **Personnel Office, Cambria County Library System, 248 Main St., Johnstown, PA 15901.**

Director. Librarian III certificate required. Some public library experience preferred. $15,000–$18,000 plus benefits. Position available immediately. Send letter of interest, resume, and names of 3 professional references to: Karen Dunn, President, Board of Trustees, **H. F. Schricker/Starke County Public Libraries, 54 E. Washington St., Knox, IN 46534.**

Director: Musser Public Library. Exciting opportunity to serve a community of 24,000 on Mississippi River. Progressive, full-service library incl. cable television channel. 1984 budget $475,000 incl. materials—$94,000; personnel services—$326,500. 17 FTE. Accredited MLS degree + 5 yrs.' administrative experience desired. Strong administrative, financial, and communications skills required, and ability to maintain effective community relationships. Present salary range: $23,412–$29,251. Inquiries to: 319-264-1550. **Completed application form, resume, and 3 references required by Aug. 15** to: **City of Muscatine Personnel Office, City Hall, Muscatine, IA 52761.** An EEO, AA employer, M/F/H.

Director, Oconee County Public Library. Main library located in the town of Walhalla, S.C., serves entire county pop. of 48,611 through main lib., 3 branches, and one bookmobile. ALA-accredited MLS required. 2 yrs.' prof. lib. experience preferred. Salary $20,480. **Apply by Sept. 1.** Contact: **Oconee County Personnel Office, Public Service Bldg., Walhalla, SC 29691; 803-638-5394.** An EO, AAE.

Director. Rocky River (Ohio) Public Library, in a western suburb of Cleveland serving a community of 21,000, seeks a director with MLS from ALA-accredited school with a minimum of 8 yrs.' experience as a professional including 4 as a director of a medium-sized library and 4 involving supervisory responsibilities. Communications and community interaction skills essential. Requires knowledge of computer technology and expertise in coordinating and implementing an automated library system. Responsible for budgeting, personnel administration, and building management. Library houses the Cowan Pottery Museum with director serving as curator. 17 FTE, 6 professionals, book collection 85,000, circulation over 211,000, budget $700,000, 63-hr. week including 4 hrs. on Sundays (closed Sundays during summer). 15 minutes from Cleveland's educational, cultural, and sports world. Position open early 1985. Salary range

MARTINUS NIJHOFF *BOOKSELLERS AND SUBSCRIPTION AGENTS*

Since 1853

sales manager NORTH AMERICA

One of the major European booksellers and subscription agents, serving academic and research libraries world-wide, invites applications for the above vacancy at its US service and sales office in Hingham, MA. This person will be responsible for all sales activities in North America and report directly to the International Marketing Manager in The Hague.

The successful candidate must have outstanding commercial and communicative qualities, possess drive, negotiatory and organisational skills, and be experienced in the library world or the book trade. Some knowledge of current computer technology and media services will be favourably regarded. Approximately 50 per cent of the time will be spent on personal visits to both existing and prospective library customers and to conferences.

Range of the starting salary is $20,000-30,000 per year and includes excellent fringe benefits. If you are interested in this challenging growth position in a strong competitive environment, please airmail your covering letter and full curriculum vitae to:

R. Evert Overeynder (International Marketing Manager)
Martinus Nijhoff Booksellers and Subscription Agents
P.O. Box 269
2501 AX The Hague — The Netherlands

Applications should be received by September 1, 1984 and will be treated in strict confidence.

Martinus Nijhoff is an equal opportunity employer.

Martinus Nijhoff is a subsidiary of Kluwer N.V., Deventer, The Netherlands – corporate turnover $300 million in publishing, printing and bookselling

$31,000 – $36,000 based on qualifications. **Applications accepted until Oct. 1.** Submit letter of application, a resume with copies of undergraduate and graduate transcripts, and 3 letters of reference. Send to: Ruth L. Hauser, President of Library Trustees, **Rocky River Public Library, 1600 Hampton Rd., Rocky River, OH 44116.**

Genealogy librarian, Fred J. Reynolds Historical Genealogy Department, Allen County Public Library. Work with a wide variety of public in large, active department. Answer reference questions in person and by mail. Instruct patrons in basic reference tools and catalogs. Work actively with department manager and other staff in planning and implementing an active program of public services. ALA-MLS or an MA in history. Or an equivalent combination of experience and training which provides the required knowledge, skills, and abilities. Strong public service attitude a must. Friendliness, resourcefulness, enthusiasm, energy, tact, good judgment, good humor. 1984 salary rate of $16,205. Excellent health, life, and disability insurance, and sick leave benefits. **Letter of interest, resume, and names of 3 work references by Aug. 21 at 5:00 p.m.** to: Charlene P. Holly, Personnel Manager, **Allen County Public Library, POB 2270, Ft. Wayne, IN 46801.** Successful applicant to begin working in September. An equal-opportunity employer.

Head of reference department, Plymouth Public Library. Progressive library in historic seaside resort community, 40 miles from Boston and Cape Cod. Full-time position for dynamic, creative professional, responsible for program development and implementation; acquisitions and collection development; reader and reference services; community needs assessment and public speaking; supervision of nonprofessional staff. 2 yrs.' professional library experience preferred; 37.5-hr. workweek including some evening and weekend hrs. $16,416 minimum, starting on or about Sept. 1; **closing date Aug. 15.** Resume and references to: David D. Lewis, **c/o Personnel Board, Town Office Bldg., 11 Lincoln St., Plymouth, MA 02360.**

Librarian III: support services head, Boynton Beach City Library in Palm Beach County, Fla. Supervises business office, acquisitions, and technical services. Will oversee planned automated circulation system; conversion underway. ALA-accredited MLS; minimum 3 yrs.' appropriate experience. Prefer automation/technical services background. Starting $18,970; excellent city civil service benefits. **Application deadline Aug. 31.** Send resume for application/information to: **Personnel Dept., City of Boynton Beach, POB 310, Boynton Beach, FL 33425.** An equal-opportunity, handicapped employer.

Preservation Intern

The New York Public Library
Conservation Division

Funded by a grant from the Andrew W. Mellon Foundation, a 12-mo. temporary position (including 4 weeks' paid vacation) will become available Jan. 2, 1985.

Under general direction of the chief of the Conservation Division, the intern will undergo a general orientation in the administration of collection management and preservation programs of the research libraries. Upon completion of this orientation, successful candidate will help plan and carry out a specific preservation project (or projects), attend meetings, and participate in workshops and staff training programs. Upon completion of the 11-mo. training period, the intern will submit a written report evaluating the training experience.

Qualifications: graduation from an accredited library school, supplemental training in preservation administration and/or expertise in the execution of conservation procedures/techniques as demonstrated by previous relevant work experience or successful completion of a formal program in the conservation of research library materials. Familiarity with foreign languages, statistical analysis, sampling techniques/systems analysis, and experience in a research library or archives desirable. Must possess initiative, interest in the area of library administration, ability to work independently under general guidelines, and excellent communication skills.

Salary: $22,630 paid on an hourly basis.

Closing date: Aug. 31.

For consideration, send letter of application and resume to:

Francine Feuerman, Personnel Representative
THE NEW YORK PUBLIC LIBRARY
12 E. 41st St., 5th Floor
New York, NY 10017

An equal-opportunity employer

Library director. City-County Library of Missoula, Mont. The successful candidate must possess managerial and technical proficiency in the following areas: modern librarianship and public library administration, management and supervision, budgetary preparation, computer and interpersonal skills. Must communicate well with staff, library board of trustees, government officials, and public. Qualifications: MLS from ALA-accredited institution, plus 5 yrs.' progressively responsible experience in public library work, including 3 yrs. in administrative and/or supervisory capacity. Salary: commensurate with experience and qualifications. Range is $24,000 – $28,000. Starting date: Nov. 1. **Send letter of application, resume, and 3 letters of reference by Sept. 1** to: **Department of Personnel, Missoula County Courthouse, Room 160, Missoula, MT 59802.** An equal-opportunity employer.

Library director. City of Paris is accepting applications for library director to July 31. Minimum BS library science and experience in small city library; desired MS library science. Salary range $18,044 – $22,334 with excellent fringe benefits including annual/sick leave, health/life insurance, holidays, retirement, and others. Send resume to: **Personnel Dept., POB 1037, Paris, TX 75460.**

Library director. Everett Free Library, part of the Bedford County Federated Library System, seeking energetic, innovative, professional librarian. Responsible for the management, planning, and budgeting in an active rural library. Qualifications: MLS from ALA-accredited school. Demonstrated skills in areas of budget, personnel, and public relations. Salary: $12,000 – $13,000 plus benefits. **Submit resume by Aug. 15.** Apply to: Dan Koontz, **Everett Free Library Board, 212 E. Main St., Everett, PA 15537.**

Library director needed for very busy small public library: 30,000 vols., 89,000 circ., 11 staff (6 FTE), '84/85 budget $137,450. Seeking self-motivated, enthusiastic individual with ALA-accredited MLS, 3 yrs.' minimum professional experience. Responsible for budgeting and personnel administration, purchasing of adult materials, programming, PR, and planning. Strong written and oral communications, community interaction skills required. Job description sent upon request. Starting salary range: $17,000 – $19,000, plus benefits. **Send resume and 3 references by Aug. 17** to: Deanne Sniffin, Library Board Chair, **The Brookfield Library, 182 Whisconier Rd., Brookfield Center, CT 06805.**

Library director—Saginaw (Mich.) Public Libraries. Serving metropolitan population of 130,000. School district system which includes main, 5 branches, and one bookmobile. Permanent staff of 50 and approximately 20 part-time employees. Budget $1.5 million; circulation 900,000; volumes 323,000. Position requires ALA-accredited MLS with 10 or more yrs.' professional library experience with minimum of 5 yrs. as administrator. Other important qualifications include: thorough knowledge of CLSI circulation and cataloging system. Good interpersonal skills with strong leadership attributes; highly motivated; adept in all phases of communication; experience in training, developing, and evaluating employees with formal training program; competent in long-range financial and development planning. Additional coursework in personnel and business administration highly desirable. Salary range $31,500 and upward, depending on qualifications. Excellent fringe benefits. Position to be filled by Sept. 1. Applications will be accepted until suitable candidate is chosen. Send letter, resume, and names, addresses, phone numbers, and occupation of 3 references to: Eugene Stansbury, Chair, **Saginaw Public Libraries Commission, 33 Davis Dr., Saginaw, MI 48602.**

Positions open, Minneapolis Public Library. **Ln. IV, head, art/music/films dept.** Respon-

sible for admin. of dept., collections (1984 budget for dept. materials is $101,277), staff (5 lns., 12 clerical), promotion of svcs. Plan, coordinate, & implement reorganization & relocation of dept. Reqs.: MLS, 5 yrs.' exp. in professional lib. work, demon. mgmt. and supvsy. exp., working knowl. of subj. fields. Salary range: $31,067–$39,858. **Ln. II, children's ln., 2 positions** (one full-time, one half-time), for large branches. Duties incl. reading guidance, ref., programs, storyhours, school & community visits, juvenile mat'ls. selection. Work mainly with children. May supervise in absence of branch head. Reqs.: MLS; bkgrd. in children's work preferred. **Ln. II, ref. lns., 2 positions** (one in sociology dept. and one in art/music/film dept.). Duties incl. ref., mat'ls. selection, online database srchg. Reqs.: MLS; pub. lib. & subj. bkgrd. preferred. Salary range (for children's and ref. positions): $22,277–$31,723 (full-time). All positions incl. some evening and Saturday hrs., good fringes. **Applications close Aug. 15. Beginning ln. positions (Ln. II).** The Minneapolis Public Library will accept and hold on file, beginning immediately and through Aug. 31, 1985, resumes and transcripts for beginning ln. positions for 4 areas: reference, children's, branch, and cataloging. If an opening occurs in one of these areas, notice of the opening will be sent to those who have indicated interest in that area. Reqs.: MLS. Salary range: $22,277–$31,723. For all openings listed above, send resume, indication of position or areas of interest, transcripts, and 3 letters of reference to: Elizabeth Shelver, **HRO, Minneapolis Public Library, 300 Nicollet Mall, Minneapolis, MN 55401; 612-372-6614.** An affirmative-action employer.

Reference librarian and head of adult services. Requires MLS from ALA-accredited library school. Must have good supervisory skills and strong public service orientation. Beginning salary: $12,000. Submit resume and 3 letters of reference to: Ernest Kallay, Jr., Director, **Marion County Public Library, 321 Monroe St., Fairmont, WV 26554.**

Reference librarian. Entry-level position. Duties: reference, book selection, AV, and programming. Requires ALA-accredited MLS or equivalent. Salary is $14,820, plus liberal benefits and 22 days' vacation. **Send resume and references by Aug. 15** to: Craig Anderson, Director, **Idaho Falls Public Library, 457 Broadway, Idaho Falls, ID 83402.** An equal-opportunity employer.

Reference librarian III: responsible for coordination of countywide reference services. Duties include development of reference collection, supervision of reference staff, general collection development, participation in short- and long-range planning, providing general reference and reading advisory services, and participation on San Joaquin Valley Library System Reference Committee. We are looking for an energetic individual willing to work in a library system going through exciting changes. Automated circulation and direct online searching is coming soon. Education and experience for the position is usually obtained by a degree from an accredited college or university with a major in library science, and 3 yrs. of experience as a professional librarian. The city of Visalia, Calif., is centrally located, within 4 hrs.' driving to San Francisco and Los Angeles, and 50 miles from Sequoia National Park. Salary range, effective Sept. 30, $20,247–$24,685 plus excellent benefits. **Final filing date, Friday, Sept. 21, by 5:00 p.m.** Official county application and supplemental forms must be obtained from and returned to: **Tulare County Personnel Dept., Courthouse, Room 106, Visalia, CA 93291.** Personal resumes may be submitted in addition to the application forms. An affirmative-action employer.

Regional children's librarian—person plans, prepares, and presents children's programs & selects materials for a region of the Kent County Library system through 4 of its branches under supervision of the administrative coordinator of children's services. Also works with the coordinator and other regional children's librarians on the development of countywide children's services. MLS and substantial public library experience in children's work. Salary $16,473; determined on a 7-step basis. Apply at: **Kent County Personnel Office, 300 Monroe NW, Grand Rapids, MI 49503.** EOE.

Supervisor, adult services. Administer collection development, reference and information services, and programming for main library department. Opportunity to develop services and reorganize department as part of building expansion program. 4 professional staff, 4 support staff; 1984 adult materials budget $136,209. ALA-accredited school MLS; 3–6 yrs.' relevant professional library experience; demonstrated administrative ability. Hiring range $21,500–$22,700; excellent fringe benefits. Position open Sept. 10. Send resume and letter of application to: **Lorain Public Library, 351 Sixth St., Lorain, OH 44052.** An equal-opportunity, affirmative-action employer, M/F.

Technical services department head. Weber County Public Library in Ogden, Utah, is seeking an enthusiastic, forward-looking head of technical services. The technical services librarian is responsible to the assistant library director for planning the departmental budget, personnel management, classification and cataloging of library materials, and for database maintenance. Candidates should be able to catalog print and nonprint library materials using OCLC; interface OCLC with an online catalog and circulation system; undertake major recataloging and reclassification projects; participate in library system planning; supervise 6 FTE, one professional, 5 clerical; communicate effectively verbally and in writing; and utilize the principles of intellectual freedom in performance of duties. Position requires an ALA-accredited MLS plus 2 yrs.' supervisory experience, one of which must have been in the area of automated systems, preferably CLSI and/or OCLC, and one of which must have been in the area of classification and cataloging of library materials using DDC and LC subject headings. Salary range is $17,680–$24,897. Competitive benefits. **Application deadline is Sept. 30.** Send letter of application and resume to: **Weber County Personnel Office, Ben Lomond Bldg., 2500 Washington Blvd., Ogden, UT 84401.** Weber County Library is an affirmative-action employer.

Youth librarian, Comstock Township Library (population 11,162) near metropolitan Kalamazoo. MLS required. 37-hr. week. Salary $12,000–$15,000. Seeking creative, versatile person with good public personality and strong commitment to children's services to direct and supervise children's and young adult department, supervise clerical personnel, plan and execute programs, select and catalog materials, and provide readers' guidance and reference service. **Send resume and 3 references by Sept. 1** to: Shirley Kasson, Director, **Comstock Township Library, 6130 King Hwy., Comstock, MI 49041.**

RESEARCH LIBRARY

Supervisor, stack unit. Responsible for shelving, retrieval, and organization of materials for a major research collection of over 3 million volumes. Supervises staff of 15.1 FTE, including direct supervision of 2 unit managers and one full-time searcher. Requires MLS or equivalent, demonstrated supervisory and organizational skills, ability to communicate effectively. Minimum 2 yrs.' related experience. Minimum salary $15,750; benefits include 22 days' vacation per year, TIAA/CREF retirement plan, fully paid individual health/HMO, life and disability insurance plans. **Send letter of application, resume, and list of 3 references by Aug. 20** to: Alan F. Barney, Head, Administrative Services and Personnel, **Center for Research Libraries, 6050 S. Kenwood Ave., Chicago, IL 60637.** Equal-opportunity employer.

SCHOOL LIBRARY

Public school librarian/media specialist. Responsibilities: supervision of large new high school library with 2 assistant librarians. Professional South Carolina certification as librarian/media specialist and some experience required. Salary according to degree and experience (MA and 10 yrs. = $21,000 for 190-day school yr.). Call or write: Assistant Superintendent for Personnel, **Sumter School District 17, POB 1180, Sumter, SC 29150; 803-469-8536.** An equal-opportunity employer.

Director of Libraries

The Board of Education of the Grosse Pointe Public School System is seeking a director of public and school libraries. The director will be responsible for the operation of a central public library and 2 branch libraries (36 FTE staff). The public libraries have a collection of 121,000 volumes and a circulation of 511,000. The budget is $1.5 million annually. Responsibilities also include working with school principals in the organization, and supervision and operation of school libraries along with coordinating the work of the staff assigned to the school system instructional materials center. The position requires an MLS from an ALA-accredited library school. Experience as a professional librarian is required while experience as a school librarian is desirable. Moreover, public library administrative experience is strongly preferred. Salary $47,000+, depending on qualifications. **Letter of application, resume, and university credentials must be received by Aug. 31.** Send to:

Ronald R. Tonks
Director of Personnel
The Grosse Pointe
Public School System
389 St. Clair
Grosse Pointe, MI 48230
313-343-2016

STATE AGENCY

Head of library development. Responsible for developing and improving service in the state's 125 public libraries; creating systems for more efficient and effective service; providing some statewide services; supervising a consultant staff of 8 professionals with emphasis on AV, adult programming, children's construction, performance measures, and planning. State merit position, starting salary $30,000, life, health, dental insurance provided, liberal vacation and sick leave. Minimum requirements: MLS from an ALA-accredited school, 8 yrs.' professional experience with at least 4 in progressively higher public library positions, state library experience helpful. **Application deadline Aug. 15.** Send for more information and an application to: Director, **Oklahoma Department of Libraries, 200 NE 18th, Oklahoma City, OK 73105.** An AA, EEO employer.

Librarian II (children's and rural library service coordinator). Need energetic, enthusiastic person to develop quality of children's and rural library service. Qualifications: master's degree in library science from accredited library school and minimum of 3 yrs.' experience in public libraries. Salary: $17,784–$26,052. **Application closing date: Aug. 15.** Contact: Cindy Larson, Business Manager,

North Dakota State Library, Liberty Memorial Bldg., Capitol Grounds, Bismarck, ND 58505. North Dakota is an equal-opportunity employer.

Public library consultant. Position available Sept. Serves as resource person and consultant to public libraries throughout S.C., assisting in their development and improvement through field visits, correspondence, and workshops. Strong communication skills and ability to organize work and carry out assignments with minimum supervision essential. Minimum requirements: ALA-accredited MLS degree, 4 yrs.' progressively responsible professional experience in a public or state library, driver's license. Some experience with automation and with adult services, including programming, desirable. Beginning salary $20,249-$24,475 depending upon qualifications and amount and type of experience. Excellent fringe benefits. Send resume, transcripts, and references to: Betty E. Callaham, **South Carolina State Library, POB 11469, Columbia, SC 29211.** An EO, AA employer.

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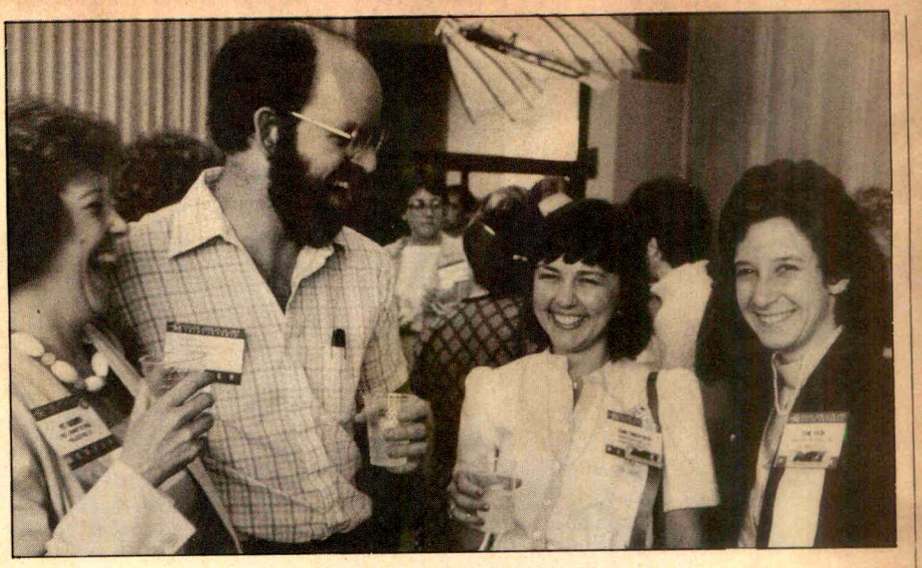
(Conference report, cont. from p. 500)

information in research, teach the critical evaluation of information, or show the variety of technologies available, McClure observed. We need to clarify the goals of user education and, more important, find ways to measure its performance and impact.

"Academic libraries have successfully ignored the trend in public libraries to develop output measures and integrate them into long-term planning," McClure said. He gave library administrators a large order: to give frontline librarians the attention and support they need to enter new learning situations, to change their traditional assumptions about library service, and to begin using strategic planning techniques in administration. However, he saved perhaps the most challenging task for middle-level library managers: "to make the case" for the service-oriented academic library to their administrators.

Millicent Abell, library director at the University of California/San Diego, with thanks for the ideas of her colleague at San Diego, Ree DeDonato, spoke of technology's effects on BI. Technology gives frontline librarians a new opportunity to collaborate with students and scholars and may affect the scholarly communication process itself, she said, noting that her library is involved in several projects in which librarians are creating information sources on selected topics for distribution to the scholarly community.

Abell mentioned the "liberating effect" of technology on BI: librarians can go to offices and classrooms to explore users' information needs and tailor access systems to those needs. Technology also gives librarians a new way to win back people who have had little use for libraries.



A well received reception

Councilors and JMRTers share a laugh at the "Students to JMRT" reception, where library school students and Junior Members Round Table members hobnobbed with ALA Executive Board and Council members. Enjoying the festivities in the Dallas Public Library's Community Showcase room are, from left, councilors Pat Naismith and Bob Smith, and JMRT members Terri Tomchyshyn and Diane Bisom.

Dewey online may be answer to subject searcher's dream

Resources and Technical Services Division, Cataloging and Classification Section, Subject Analysis Committee.

It takes a flawless typist who understands syndetic structure and control language to effectively use many of the automated library systems we have now, quipped one speaker at this program on "Subject Access in the Online Catalog." Users' wish lists for online catalog improvements put better subject access at the top, and catalog designers are busy refining and rethinking online catalog structures to make this wish come true.

Karen Markey of OCLC, Inc., one of many speakers at the standing-room-only program, reported on her research into augmenting the MARC record with Dewey Decimal Classification numbers, subject terms from DDC classification schedules and indexes, and other format-related subject groupings from Dewey. The goal of the project is to provide another set of searchable subject terms in the MARC record, thereby increasing the odds that users will find matches for subject terms they use in searching.

Users have complained that when they search with subject terms they know, they get few matches because their terms aren't the same as those in the records (usually Library of Congress subject headings). In one study, 36 percent of the searches performed used "whatever popped into the searcher's head." Of those searches, 65 percent resulted in zero matches.

DDC online promises users access to a wide array of new terms, and information on the relation of terms to each other and to Dewey classification numbers. Markey is now designing and building a demonstration system. The next step is to test the system at selected sites—the University of Illinois at Urbana-Champaign, the Public Library of Columbus and Franklin County (Ohio), and the New York State Library—and with Library of Congress DDC classifiers.

Telecommunications: go short-term

Library and Information Technology Association, Information Science and Automation Section.

Now is not the time to commit funds to long-range telecommunications agreements, advised the last expert panelist in the program, "Telecommunications: The Social, Political and Economic Impact on Libraries."

Don Muccino of OCLC predicted that after five or six years of turmoil and a shakedown among telecommunications vendors, prices will decline to "realistic" levels. In the meantime, Muccino advised, libraries should contract for their telecommunications needs on as short a term as possible.

Out of the complexities and confusions of the present, Muccino expects to see more metro area networks and local area networks (MANS and LANS) maintained by local companies. Libraries will plug into these networks, which in turn will plug into broader systems. Bell operating companies, said Muccino, could price themselves out of business for casual users unless they match the competition.

To managers with micros: don't punish technophobes

Library Administration and Management Association, Systems and Services Section.

Years of experience with microcomputers and libraries have caused automation consultant Robert Walton of the Texas State Library to alter some of his beliefs about micros. At a program titled "Microcomputers for Library Managers: Beyond the Basics," Walton said he's always advised people to first pick their audience, the functions they want, software, and then hardware, "but it doesn't always work that way." Most people pick the machine first and then worry about the rest.

Walton offered some guidelines to managers considering micros for the long term. He stressed that grandiose plans for micros often get scaled down quickly once the machine is in-house, and that four to six months of "dig and die" experience is usually needed before people begin to understand micro capabilities.

An important thing to remember, he said,

is that fast changes in technology have cut the return on investment life of most systems to three years. So managers should expect no more than 36 months of optimum system use before upgrading or switching.

Managers should be alert to personnel problems that often arise in the micro environment, Walton said. Library staffers usually stratify into those who are comfortable with the micro and those who aren't. Often managers begin to favor technology experts and subtly punish staff more concerned about other service areas.

Walton predicted fast growth of local area networks in the next two years. For now, the best and safest investment is a good, average-capability micro that includes some software guarantees and is IBM-compatible. The de facto IBM standard may be affected by AT&T's recent entry into the micro market, but IBM-compatible products still offer the most flexibility to managers.

Hispanic recruitment frustrating, say some library schools

The National Association to Promote Library Service to the Spanish-Speaking (REFORMA).

The REFORMA program, "Library School Recruitment & Education of Hispanics," offered several library school administrators a chance to explain their failures and successes in recruiting Hispanics. Statistics show that Hispanics are inadequately represented at all levels of the library profession. For example, they received only .9 percent of MLSs granted in 1981–82; nine library school faculty were Hispanics then; and in 1981, 1.8 percent of the library workforce was Hispanic.

Outgoing REFORMA President Albert Milo said Hispanics and library schools have been "blaming each other" for the situation. The program was an attempt to encourage more communication between them.

Camila Alire, assistant to the dean at the University of Denver library school and Hispanic, said she was "totally frustrated" at the results of Denver's recruitment efforts. She cited several strategies used by the school—brochures, minority careers receptions, letters to library directors asking them to identify minority candidates, and her own six-state, 40-day recruiting trip to schools with high minority enrollments—that resulted in one Hispanic student enrolling in the school recently.

"We [in library schools] don't need to be told how grave the situation is," she said. "We know." Alire also said the school had received no applications by the June 8 deadline for three Title II fellowships specifically funded for Hispanics. "The recruiting efforts have been there," she said, but she cited cultural factors such as the desire to remain close to family as one reason for low Hispanic enrollment.

Ellen Altman, director of the University of Arizona library school, said many library schools have already done much to recruit Hispanics. Arizona enrolls an average of five Hispanic students per year and has graduated 72—more than any other library school. "We want to do more," Altman said, "but we have to have help in identifying them and encouraging them to apply." She called on REFORMA to set an agenda of "concrete steps to cooperation with library schools and to getting more Hispanics into librarianship." She pledged $100 to REFORMA for resurrection of its scholarship, suspended after being awarded once.

Ana Cleveland, Texas Woman's University library school, matched the $100. She described TWU's problems with Hispanic recruitment, among them inadequate undergraduate preparation, financial problems, lack of role models, family ties that preclude geographical mobility, and a curriculum that is not designed for multicultural librarianship. Since 1979, TWU has given one-third of its total $208,000 in Title II-B fellowship funds to Spanish-speaking students, but often cannot find enough Hispanics for grants.

The University of Illinois library school has had success in recruiting Hispanics at the Ph.D. level, according to Dean Charles H. Davis. He suggested that faculty at research-oriented university library schools encourage Hispanic professional librarians to "get advanced degrees and join us on faculties."

The joy of winning

Award presentations are a major part of annual conferences, and one of the most elegant presentation ceremonies is traditionally that of the H. W. Wilson Co. for the John Cotton Dana Library Public Relations Awards. Here receiving a Dana for the Dauphin County (Pa.) Library System is director Sarah Ann Long.

Henry Faulk on First Amendment

Junior Members Round Table Orientation.

Texas humorist and folklorist John Henry Faulk told of a friend who would travel to any community in Texas opening a library because, as the friend said, "A library in a community is a mark of its degree of civilization."

Faulk then spoke of the widespread hysteria in America during the McCarthy era and of the blacklist in the entertainment industry. After being accused of having Communist ties, Faulk filed a lawsuit that eventually cleared his name and broke the blacklist.

The fight made Faulk aware of the importance of the First Amendment and the Bill of Rights. "Yours is a profession that deals very directly with these freedoms," he told his audience. "You should view with alarm . . . incursions on these sacred freedoms," he said, citing what he considered the Reagan administration's abridgments of freedom of the press.

"The genius of the First Amendment," Faulk concluded, "lies in the fact that it protects those ideals and opinions that we loath and despise with equal vigor as those we cherish and protect."

Shift to online ready-reference means big changes for libraries

Reference and Adult Services Division, Machine-Assisted Reference Section.

In a two-part program, "The Ready-Reference Use of Online Services: Ready or Not?", speakers and exhibits offered information and advice for librarians thinking of incorporating database searching into their ready-reference agenda.

Elizabeth Titus and Eileen Hitchingham provided an overview of the topic. Titus discussed how ready-reference database searching differed from fee-for-service searching: there is no charge for the service, the product is limited, accessing is impromptu and unstructured, and the search strategies use simple phrases. She suggested that the entire reference staff, including student assistants, be involved in searching, and that skills be kept up to date with database training sessions, periodic update sessions, and joint practice sessions. Urging librarians to think of online searching as an integral part of a reference program and to provide the service to their patrons, Titus warned, "If we don't, someone else will."

During the next 10 years, Hitchingham said, the biggest change in online services will result from microcomputer proliferation, placing more micros in homes and libraries. Other changes will include the availability of more databases, including many with no direct print counterpart; more user-friendly software with fewer protocols; and more online document delivery, offering full text or ordering online.

Forge coalitions to win public support, says Josey

ALA Inaugural Banquet.

The people-oriented issues that involved E. J. Josey in the Social Responsibilities Round Table will continue to preoccupy him as ALA President, Josey asserted in his theme address, "Forging Coalitions for the Public Good."

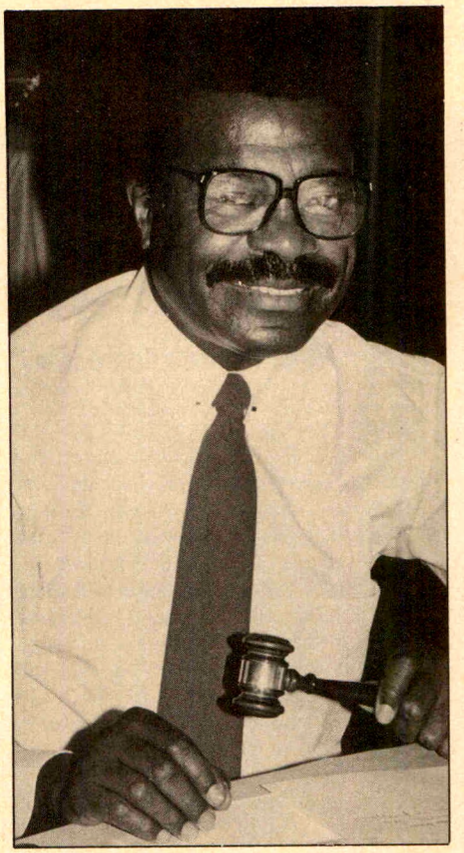
"In the current period of stress and uncertainty for great numbers of the American people," Josey said, "it is desirable to reemphasize the unity of our goals with those of other leading organizations that are also concerned with the public interest."

The new president declared: "We need to assert that libraries and indeed other cultural and educational institutions . . . constitute 'a public good' [because of] the growing frequency of talk about 'alternative sources of funding' . . . which suggests that such funds may or will *replace* public support, rather than complement or support it."

The rapid growth of private-sector information services is another reason for asserting the concept of a public good. "Again," Josey said, "nobody would deny the utility of many of these services provided by the private sector, but they are not available to all of the American people . . . they are designed only for those who can pay for them. . . ."

Democratic freedoms at stake

Josey indicated the relationship between the general welfare and progress for libraries. "In a time of attack on the basic freedoms and elementary well-being of the most vulnerable sections of the population, professional groups must recognize their stake in the outcome of that attack and their responsibilities to support the freedoms and welfare of the majority of the population.



1984–'85 ALA President E. J. Josey

"ALA therefore needs to integrate its goals with the goals of the greatest importance to the American people, i.e., the preservation of basic democratic liberties, the enlargement of equal opportunity for women and minorities, and the continuance of earlier national planning to raise the level of the educational and economic well-being of greater numbers of the population."

In pursuit of these goals, Josey proposed to extend the current ALA efforts in working with national organizations, using the political process, and strengthening the public awareness, outreach, literacy, and other programs and services. He announced two innovations: the Commission on Pay Equity and the Presidential Committee on Library Services to Minorities (see story).

The President's Program at the ALA Midwinter Meeting Jan. 7 will be an all-day conference-within-a-conference focusing on the theme of forging coalitions, Josey said. He invited ALA members to participate with representatives of other national organizations and learn about the Minnesota Library Association project in coalition-building, which may become a model for other chapters.

The President's Program, Josey said, will bring into reality a Commission on Public Support of Libraries. "The commission is critically needed because there is a growing belief that public services can be more economically and more efficiently provided by agencies from the private sector and not be a burden to the taxpayer.

"Only through publicly supported institutions can we guarantee that restrictions will not be placed on the availability of information or on the potential users who may wish to access it. . . . An adequately supported library system, we assert, is vital both for an informed society and for the preservation of our democratic freedoms." □

These changes will affect collections, as the question of whether to own reference tools or access them online creates political problems for librarians, who have always told their boards "more is better"; on users, who will begin to do more of their own online searching, not necessarily on-site at the library; and on librarians, who will be entering an age of less specialization and more responsibility for teaching the use of online tools. Nevertheless, Hitchingham stressed, librarians must change or the market for these services will be taken out of their control.

Management perspectives were addressed by Steve Atkinson, who provided a checklist of considerations for libraries planning online services. Joyce Duncan Falk covered costs, budgeting, sources of financing, and cost-control measures.

Charles Gilreath and Jane Dodd discussed integrating online reference services into library operations. Gilreach sees BRS Colleague and other low-cost online services as harbingers of the day when computers "are as ubiquitous in libraries as microfilm readers." He alerted reference librarians to the effect increased online searching has on other units, such as cataloging, acquisitions, and interlibrary loan, by increasing the demand for materials not owned by the library.

Dodd had a number of caveats for librarians thinking of replacing printed reference tools with databases: online access is limited to the working hours of the host computer and the hours that searchers are available; the future availability of current online files is questionable—if the demand for them lessens they may be discontinued; and patron complaints when print materials are converted to microform suggests even greater dissatisfaction if the more drastic step of substituting databases is taken.

The afternoon session, "A Fair Exchange," offered a bazaar of exhibits staffed by MARS members and online users. The displays encompassed equipment and publicity, budgeting and financing, staffing and training, statistics and record-keeping, databases, and bibliographic utilities.

Speakers condemn and defend Reagan's secrecy clampdown

Intellectual Freedom Committee, Association of American Publishers Freedom to Read Committee, and Intellectual Freedom Round Table.

The Reagan administration's policy on access to information was attacked and defended in a program on government secrecy sponsored by the Intellectual Freedom Committee and the Association of American Publishers Freedom to Read Committee.

Richard Schmidt, AAP Washington Coun-

sel and counsel to the American Society of Newspaper Editors, started with the premise that "no government, including ours, loves a free press; at best they tolerate a free press." Schmidt then enumerated recent actions by the executive branch to restrict access to information, including efforts to weaken the Freedom of Information Act, an increase in the amount of classified material and corresponding steps to block the declassification of material, lifetime prepublication review of writings by those with access to classified material, and the denial of visas to selected foreign nationals.

Schmidt also mentioned the refusal to allow press coverage of the initial phases of the Grenada invasion; ironically, he pointed out, the U.S. cited restrictions on the press as a reason for withdrawing from UNESCO.

Conservatives were the earliest supporters of the Freedom of Information Act, Schmidt said, viewing it as a tool against big government and a device to expose corruption in the Democratic administration then in power. Now, however, they fear the act as a threat to the current administration and are attempting to limit its scope.

Cecile Shure, a consultant specializing in international technology transfer, described Soviet efforts to exploit our free exchange of information to advance their own technology. "What we have today—a technology that we use for peace—the Soviets want for defense," she said.

Shure called it "a dichotomy" that the U.S. wants to share its information and grow, but must also live with the reality that the Soviets want our technology. She stated that students from Communist and Third World nations study in the U.S. to bring back knowledge to aid their countries; and although Soviet students can study freely in the U.S. and travel without restraints, American students in Russia have limited access to scientific data and cannot travel outside their host city.

Censors as people

At an IFC program demonstrating that "Censors Are People, Too," videotapes were shown depicting vignettes of library censorship attempts. At appropriate points the videotapes were stopped and Robert LeLieuvre and Fran McDonald, authors of *Peoplework: Communications Dynamics for Librarians,* commented on how the situations could be handled to avoid emotionally charged confrontations.

After the videotapes the audience broke into discussion groups led by facilitators trained at the 1984 Midwinter Meeting. The groups were designed to teach librarians techniques to use to improve communication between librarian and patron in censorship incidents. A videotape featuring the vignettes and portions of the discussions will be made available at a later date.

The John Phillip Immroth Memorial Award, honoring contributions to intellectual freedom and courage in defense of freedom of expression, was presented to Gene D. Lanier of the East Carolina University library school at the Intellectual Freedom Round Table program.

The IFRT also presented its first State Program Award for the year's most successful and creative intellectual freedom project to the South Carolina Library Association's Intellectual Freedom Committee. The group cosponsored "The First Branch of the Palmetto Tree: Intellectual Freedom and South Carolina Libraries," a teleconference allowing nearly 200 people in the state to view and participate in a debate and forum on the issue.

Kozol: "A two-thirds democracy"

American Library Trustee Association.

One-third of the American electorate—those who cannot read—are excluded from the nation's democratic system, Jonathan Kozol said at a luncheon program on "Literacy and Libraries." The widely known commentator on American education told a large audience there are many more "illiterates" in the U.S. than the 23 million or so usually cited. These are the people, he said, who have no connection with the past such as is gained by reading; "they have nothing against which to measure campaign promises."

Kozol spoke long and emotionally, piling up numerous examples of the helplessness of those who cannot read. Angrily, he charged that failure of the schools is "silent violence, which is repaid with interest" to society.

On the *Nation at Risk* report, he remarked: "Why is it that if the risk has been defined as national, the solution is not offered as national? We don't leave our national security to village councils and overburdened school boards."

Even while addressing an educators' conference, Kozol expressed little faith in the impact of such gatherings once the conferees have returned home. Conferences change nothing, he said. "The only way we can overcome people's reluctance to help is to set stunning examples."

The library, he believes, offers "signs of hope in the midst of anguish": first, the literacy-leadership role libraries have taken; second, the symbolic importance of the library as an institution of the book; and third, the fact [i.e., Kozol's notion] that "libraries are the only thing around that nobody *hates*. Nobody hates libraries; they just walk past them. You're in a good position [to foster literacy]; this momentum must not be allowed to die. Don't let the archival minds in the profession dissuade you."

Futurist puts school libraries at center of educational changes

American Association of School Librarians.

The next 20 years are a crucial period for American education as it attempts to respond to technological and social upheaval; and school libraries are at the center of these changes, according to Christopher Dede, associate professor in futures research at the University of Houston/Clearwater and author of *The Far Side of the Future*. "Unless it happens in libraries," Dede maintained, "it will not happen in the classroom."

Rather than actually attempting to predict the future, Dede explained, futurists expose

Jonathan Kozol reaches out *to listeners after ALTA talk on reducing illiteracy.*

alternatives and allow people to choose among them. He warned that outside factors, such as Sputnik, the civil rights movement, and the economy, have a greater impact on educational programs than any internal innovations.

Dede described advances in information technology already affecting libraries, such as rapidly falling information-processing costs and new formats for information storage. These technical advances are balanced by a counter-trend of serious economic decline, a situation in the making for several decades and one that will require many years to correct.

But rather than give his standard "doomsayer's" speech, Dede chose to present possible optimistic scenarios. The important thing to forecast, he said, is not the costs or number of computers in schools, but how the relationship between librarians, teachers, and students is going to change.

Dede said that many fear advanced technology will relegate humans to custodial, "babysitting" jobs for robots and other machines. Fewer people, however, talk about the alternative of person/tool partnerships. In this scenario, machines will still require humans and their flexibility, creativity, ability to evaluate information, and holistic thinking. "The tools are becoming terrific at problem solving," said Dede. "The human part of the equation is problem-recognition."

Libraries will contain all types of knowledge not involving person-to-person communication, according to Dede. In the future, machines will do *training*—in areas where there is only one correct answer, such as mathematics—but librarians will be involved in *education*—where there may be many correct answers, or no correct answer.

The forthcoming trends move libraries back to the position of the central repository of society's knowledge, Dede said, adding that this will require librarians to give up old roles and reorder their priorities. "The longer we cling to the old model . . . the harder it's going to be to make that shift," he told his audience, concluding that this is "a time for leadership rather than management, a time for being active rather than reactive."

A long way from home

One of numerous foreign visitors to ALA Dallas was Adebimpe Olurinsola Ike of the Federal University of Technology, Bauchi, Nigeria. An active ALA member, Ike attended a wide range of programs.

Public library standards "kit" scheduled for '86 completion

Public Library Association. New Standards Task Force.

Moving forward on developments at Midwinter (*AL*, Feb., p. 104), a PLA unit planning a four-part "standards" package brought a discussion paper to Annual Conference for open hearings. The floor comments ranged from calls to return to quantitative standards to reminders of such special-interest concerns as young adults and rural services.

The standards task force, chaired by Karen J. Krueger of South Central Library System, Madison, Wis., is proposing a "boxed set" of tools for 1) planning, 2) role setting, 3) measurement, and 4) national data collection. These components would be interrelated for combined use, but each would also serve as an independent planning resource.

The first component builds on the PLA's *Planning Process for Public Libraries*, which would be revised for easier application. All components would aim for flexibility, so that a library could be measured for its role as, say, a "scholar's workshop," as well as for that of a "popular materials provider."

The need for flexibility will clearly keep the standards away from fixed numbers, although two speakers at the hearings argued that quantitative standards—even if "self-serving"—are best understood by library funders.

The task force hopes to have the standards package ready in about 18 months.

Games they play in ALA

Junior Members Round Table President's Program.

An audience of new librarians and others learned about "Cruise the Lobby," "Grab a Microphone," "Drop a Name," and other conference games at a JMRT President's Program offering tips on getting involved in ALA.

Dorothy Anderson of the UCLA library school also presented tongue-in-cheek descriptions of various categories of ALA members, including prophets, prima donnas,

(Conference report cont. on p. 537.)

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Election results

Lynch will speak and write on librarians' achievements

Beverly Lynch, whose informal platform emphasized library salaries and public awareness of the value of librarians' work, has won the ALA presidency with 60 percent of the vote.

In a post-election interview with *AL*, she discussed several issues now before the Association.

"ALA should defend the ALA-accredited MLS whenever it is challenged," she said. "It depends upon the case, of course; but we should use every means we can to support and defend the degree. There was no ambivalence at all about that issue at the Dallas conference."

On public awareness, she remarked, "I expect to be speaking and writing to society at large about librarians' achievements over the next two years. To groups of mayors and governors, I can always talk about issues and values. That's not difficult to communicate. But when it comes to the 'for instances,' I will depend upon my colleagues and ALA staff to provide help."

She said she was not sure what the slim 440-vote passage of the revised dues schedule was saying to ALA leaders. "It may be that members were looking at the bottom line five years from now, when dues will become $75. There's always that fear that income won't keep pace with future inflation."

Lynch was confident that ALA ultimately would keep its membership, but noted that historically a loss occurs after a dues increase.

She is now university librarian at the University of Illinois/Chicago, where she has been since 1977. Lynch was executive secretary of the ALA's Association of College and Research Libraries in 1972–76. The 48-year-old president has also worked in the Serials Division of Yale University Sterling Memorial Library, a division she headed from 1965 to 1968. After receiving her MLS from the University of Illinois/Urbana-Champaign in 1959, she took her first professional library job at Marquette University Memorial Library. She has been a life member of ALA for 20 years.

Her 25 years in librarianship have been marked by her work in developing policies related to library employment, management, and professional ethics; and in helping to write standards for college, community college, and university libraries.

Among many positions of leadership in ALA, Lynch has served on Council since 1979 and the Executive Board since 1983. She was also a member of the Council Committee on Program Evaluation and Support from 1979 to 1983 and chaired that body in 1982–83.

Beverly Lynch, new president

Patricia Schuman, new treasurer

During her presidential year, Lynch says, she hopes to lead ALA to consensus on critical issues and to strengthen its role as a leader and representative of the profession.

She said, "I've always believed the ALA presidency is a continuum: that is, one furthers the objectives of those who have gone before. I will continue to enhance what the Association has been doing and is doing now. Above all, I hope to support some of the most important programs and those ideas in the embryonic stages. I'm not inclined to impose something on the Association that hasn't already emerged as a major issue."

The new president-elect sees the AASL Future Structures Committee report on whether or not the American Association of School Librarians can thrive within ALA as "a good opportunity to consider the issues relating to ALA and its divisions. AASL's concerns are shared by other divisions. The committee has done us all a service by analyzing the issues before us and offering us a valuable outline for discussion."

In 1981 Lynch was named Academic/Research Librarian of the Year by ACRL. North Dakota State University, where she obtained her undergraduate degree, awarded her an honorary doctorate in 1980. She received a Ph.D. from the University of Wisconsin in 1972.

Among her professional memberships are LC's Center for the Book, where she has served on the executive committee of the national advisory board for six years, and the International Federation of Library Associations and Institutions. She chairs IFLA's Committee on University Library Standards.

"Right now," said Lynch, "I'm looking forward to a 19-day safari in Kenya to do some birdwatching before attending IFLA in August."

She lives in Milwaukee with her husband, attorney John Allan Lynch.

—Edith McCormick

Lynch and Schuman win; 25 councilors elected

Beverly P. Lynch, librarian of the University of Illinois at Chicago, has been elected ALA vice-president and president-elect by a 1,901-vote margin. She captured 60 percent of the vote, receiving 5,509 of the 9,650 votes cast by mail ballot. Virginia H. Mathews, vice-president of Library Professional Publications in Hamden, Conn., received 3,608 votes.

Patricia Schuman, president of Neal-Schuman Publishers, received 47 percent of the vote in the three-way battle for treasurer, 1984–88. She received 4,213 votes. Totals for her opponents Herbert Biblo and Robert Rohlf were 2,016 and 2,662, respectively.

Twelve write-ins were tallied, and 122 ballots were declared invalid at a meeting of the Elections Committee June 13.

Councilors at large

Twenty-five councilors at large were elected for 1984–88. Their vote totals are listed beside the elected councilors' names, which are in alphabetical order.

William G. Asp, Minnesota Dept. of Education, St. Paul, 2,247; Patricia Berger, Information Resources & Services Div., National Bureau of Standards, Washington, D.C., 2,270; Dorothy W. Blake, Atlanta (Ga.) Public Schools, 2,349; J. Dennis Day, Salt Lake City (Utah) Public Library, 2,343; Linda A. Dougherty, Chicago Public Library Brighton Park Branch, 2,256; Elizabeth M. Greggs, King County Library System, Seattle, 2,171; Dean W. Halliwell, University of Victoria (B.C.) library, 2,365; Charlotta C. Hensley, University of Colorado at Boulder Libraries, 2,137; Joan Higbee, Library of Congress, 2,706; Monteria Hightower, Seattle Public Library, 2,153; Philip E. Leinbach, Tulane University library, New Orleans, 2,315; Barbara Evans Markuson, Indiana Cooperative Library Services Authority, Indianapolis, 2,930; Nancy H. Marshall, University of Wisconsin/Madison Libraries, 2,785; Josephine McSweeney, Pratt Institute Library, Brooklyn, 2,346; Effie Lee Morris, lecturer/consultant, San Francisco, 2,712; Roscoe Rouse, Jr., Oklahoma State University library, Stillwater, 2,340; Gail Ann Schlachter, ABC-Clio Information Services, Santa Barbara, 2,611; Elaine Sloan, Indiana University Libraries, Bloomington, 2,172; David D. Smith, Technical Libraries & Internal Technical Documentation, AT&T Bell Labs, Allentown, Pa., 2,254; Lotsee P. Smith, Texas Woman's University SLS, Denton, 2,207; Robert D. Stueart, Simmons College GSLIS, Boston, 2,764; Betty J. Turock, Rutgers University School of Communication, Information & Library Studies, New Brunswick, N.J., 2,351; John C. Tyson, Northern Illinois University Libraries, DeKalb, 2,168; J. Linda Williams, White Marsh School Library, Mechanicsville, Md., 2,177; and Diana D. Young, North Carolina State Library, Raleigh, 2,170.

Other vote totals

Council candidates who were not elected are: Carol Lee Anderson, 1,367; Margaret E. Auer, 1,394; Marta Stiefel Ayala, 1,519; Reynaldo Ayala, 1,136; Anne K. Beaubien, 1,821; Imogene I. Book, 1,834; Cozetta W. Buckley, 1,383; Jane Burke, 1,908; Luis F. Chaparro, 1,909; Ellen J. Cooke, 1,888; Barbara D. Cooper, 1,942; Charles Curran, 1,816; Larayne J. Dallas, 1,175; Marva L. DeLoach, 1,763; Henry Dequin, 1,635; Elaine Didier, 1,439; James V. DiGiambattista, 1,761; Ernest DiMattia, Jr., 1,891; Carmine M. Diodati, 1,322; Sandy Ellison, 1,541; Don Fadden, 1,959; Adele M. Fasick, 1,539; Edward D. Garten, 1,389; Rhonna Goodman, 1,717; Mary F. Hicks, 1,374; Patricia M. Hogan, 1,543; Barbara Hull, 2,027; Barbara J. Hutchinson, 1,558; Clara O. Jackson, 2,105; Jeffrey Johnson, 1,751; Diane Gordon Kadanoff, 1,667; Ann L. Kalkhoff, 1,854; Sharad Karkhanis, 1,116; Doris Kirschbaum, 1,661; Elizabeth Knauff, 1,605; Charles Kratz, 1,602; David Leamon, 1,477; Susan C. Leuvano, 1,551; Josette Anne (Boisse) Lyders, 1,442; Doreitha Madden, 1,326; Bernard Margolis, 2,040; Rosemary S. Martin, 1,559; Mary Bride Mayer-Hennelly, 1,649; Albert Javier Milo, 1,553; Jane Ross Moore, 1,940; Frederic C. Pachman, 1,202; Beverly D. Papai, 1,160; Anita R. Peterson, 1,205; Linda Pierce, 1,458; Ann K. Randall, 1,910; Mary Louise Rheay, 1,558; David L. Searcy, 1,940; Dallas Y. Shaffer, 1,472; Samuel L. Simon, 1,702; Helen Lloyd Snoke, 1,938; Abigail Studdiford, 1,191; Albert Tovar, 1,367; Elena Tscherny, 1,140; Nancy L. Wareham, 1,825; Barbara Webb, 1,950; William L. Williamson, 1,840; Evie Wilson, 2,029; Patricia Olsen Wilson, 1,655; and Carolyn P. Winn, 2,007.

All proposed amendments to the Constitution and Bylaws were approved. These would increase personal member dues; provide for Council to determine dues and perquisites for organization, chapter, and special members; establish a definition, purpose, and procedure for ALA chapter status; and authorize board and committee members to vote by electronic systems and conference calls in addition to mail.

Divisions and round table

The new chief officers elected for ALA units are: *AASL*, Shirley L. Aaron; *ALTA*, Herbert Davis; *ACRL*, Sharon Anne Hogan; *ASCLA*, Gail McGovern; *ALSC*, Linda R. Silver; *LAMA*, Ronald G. Leach; *LITA*, Lois M. Kershner; *PLA*, Patrick M. O'Brien; *RASD*, Rebecca Kellogg; *RTSD*, Marcia Tuttle; and *YASD*, Joan L. Atkinson.

Members of LITA and PLA approved dues increases for their units. LAMA members approved a proposed bylaw, and RTSD members voted to change their unit's name.

New round table heads are: Susan Freiband, *Ethnic Materials Information Exchange;* Elwynda K. Chapman, *Federal Librarians;* Diane Smith, *Government Documents;* John C. Swan, *Intellectual Freedom;* Anders C. Dahlgren, *Junior Members;* Arthur P. Young, *Library History;* Marilyn Berry Segal, *Library Instruction;* Maurice Marchant, *Library Research;* Linda Carlson Sharp, *Map and Geography;* Kay Cassell, Doris Kirschbaum, Betty-Carol Sellen, and Susan Vaughn, *Social Responsibilities Action Council;* and Kathleen Prendergast, Barbara A. Waserman, and Janet Woody, *Staff Organizations Steering Committee*. □

Sabosik appointed *Choice* editor

Publishing consultant Patricia E. Sabosik has been appointed editor of *Choice*, the Association of College and Research Libraries monthly published in Middletown, Conn. Her appointment was effective July 30.

Sabosik, a former member of the American Association of School Librarians Secondary School Materials Committee, has been a freelance consultant for the publishing industry in the areas of market-share analysis and international book distribution for the past six months. She recently served as director of marketing services at the H.W. Wilson Co. in New York City.

From 1977 to 1982 she managed the Publications Department at the Baker & Taylor Company and edited the academic and public library periodicals *Directions* and *Forecast*.

In July Sabosik received an MBA in marketing from Seton Hall University. She earned her undergraduate degree in English at Kean College.

Lynch seeks candidates

President-elect Beverly P. Lynch, chair of the Committee on Appointments, is looking for applications and nominations of members to serve on ALA committees. The Committee on Appointments, which is advisory to the president-elect of ALA, is made up of the 11 division presidents-elect.

The committees are: Accreditation, *American Libraries* Editorial Advisory, Awards, Chapter Relations, Conference Courtesy Resolutions, Constitution and Bylaws, Instruction in the Use of Libraries, Office for Library Outreach Services Advisory, Office for Library Personnel Resources Advisory, Membership, National Library Week, Research, Standards, ALA/Association of American Publishers, ALA/Children's Book Council, and ALA/Society of American Archivists Joint Committee on Library-Archives Relationships.

Each application or nomination should include a brief summary of qualifications and the name of the committee. Send nominations by Oct. 15 to Beverly P. Lynch, University Librarian, University of Illinois at Chicago, Box 8198, Chicago, IL 60680.

Committee nominations due

ALA Council's Committee on Committees seeks applications and nominations for the following Council Committees: Intellectual Freedom, International Relations, Legislation, Library Education, Minority Concerns, Organization, Orientation, Planning, Policy Monitoring, Professional Ethics, Program Evaluation and Support, Publishing, Resolutions, and Status of Women in Librarianship.

Each application or nomination should include a brief summary of qualifications and committee name.

Send nominations by Oct. 15 to Beverly P. Lynch, Chair, Committee on Committees, University Librarian, University of Illinois at Chicago, Box 8198, Chicago, IL 60680.

Other members of the COC are Ann H. Eastman, director of Public Affairs Programs, College of Arts and Science, Virginia Polytechnic Institution and State University, 2095 Derring Hall, Blacksburg, VA 24061; Dianne McAfee Hopkins, director, Bureau of Instructional Media Programs, Department of Public Instruction, P.O. Box 7841 Madison, WI 53707; Jeanne M. Isacco, OCLC, 6565 Frantz Rd., Dublin, OH 43017; and Stefan B. Moses, executive director, California Library Association, 717 K St., Suite 300, Sacramento, CA 95814-3477. □

library life

Trivial Pursuit inventors ferret out questions in Metro Library. Toronto-area Sherlockians, including several librarians, are creating an underground version of the game.

Trivial Pursuit inventors search Sherlockiana

Money Magazine recently sent Joe McNally (right) to the Metropolitan Toronto Library to photograph the inventors of the popular Trivial Pursuit game, Chris Haney (left) and Scott Abbot (center).

Metro Library's staff photographer Sarah Peters took this picture of the photography session in MTL's Arthur Conan Doyle Room.

While there, Haney and Abbot ferreted out six new questions and answers on Sherlock Holmes for their planned second generation of the Genus edition of Trivial Pursuit. Cameron Hollyer, curator of the Arthur Conan Doyle Collection and a librarian in the Literature Department, helped them come up with the new puzzlers.

According to Janice McNabb of the Literature Department, Metro holds the largest Doyle collection of any public institution in the world.

Project gives disabled persons adapted toys

The Onondaga County (N.Y.) Public Library has established Project Adapt, which will make toys and electro-mechanical devices to operate them available to individuals with severe physical impairments.

Robert P. Kinchen, OCPL director, recently announced the appointment of Deborah Carey as project coordinator. Carey has a master's in social work from Syracuse University.

According to Carey, "Switches have been developed so they can be activated by an eye blink, head motion, or even tongue pressure. If a child or accident victim cannot operate a button or clicker switch, Project staff can rewire equipment so the person is able to use it. For example, the impaired individual could push a panel rather than press a button."

Project Adapt's resource center will serve disabled people in Onondaga, Madison, Cortland, and Cayuga Counties. It is part of the main library's Services for the Handicapped Department.

The project provides training and resources for library staff, parents, and professionals in community agencies.

Parents and community agencies can borrow items from the library's collection of adapted toys, switches, and leisure equipment to see what works for their children. Then they can invest their money knowledgeably into what they want to acquire permanently at home or work.

"Children who have learned helplessness are learning to become capable people by learning to play," Carey said. "For kids, play is hard work: That's how they learn about themselves and what they're good at."

A $19,000 grant provided seed money to establish the project. OCPL received the funds through the New York State Office of Mental Retardation and Developmental Disabilities Planning Council.

Project coordinator Deborah Carey operates two toys—one by hand and one by foot—through adaptive switches.

Patrons talk back to advertisers

A "Bad Ad" bulletin board was the focal point of a contest brought to a close during National Library Week at the Billerica (Mass.) Public Library.

Boston ad executive Terrence Clarke (above) appeared at an innovative library program, giving patrons a chance to talk back to advertisers. Clarke gave a feisty defense of the advertising profession's position during a no-holds-barred exchange.

Library director Barbara Flaherty launched the contest last fall after a showing of the film, *Killing Us Softly—Advertising's Image of Women*. For a special bulletin board, people of all ages were asked to contribute ads they considered particularly offensive or stereotypical.

Good ads, portraying real people in realistic situations, were also sought. Patron votes on the best and worst were tallied.

After six months, reference librarian Carolyn Beane composed letters of protest and praise to advertisers of the 10 most and 10 least popular ads. The letters were displayed on the bulletin board.

"Nearly one hundred patrons signed the letters they agreed with. When they were sent out, the letters looked much like a petition," Flaherty reported.

Boston ad exec Terrence Clarke and Billerica Public Library Director Barbara Flaherty pose in front of the "Bad Ad" bulletin board that was the focal point of a six-month library contest.

Priorities for local services seen on Cheltenham signpost

The position of "Library" on this signpost could be taken as a cynical aside on the status of the public library in Britain. So suggests Nigel Kelly, Charleton Kings librarian in Cheltenham.

"The sign was designed and erected without any consultation of the local library service, Gloucester County Library," Kelly told *AL*. "It just appeared one day, courtesy of the local highways department."

Kelly reports that the sign is symptomatic of a wider problem in England: most public library systems have no coherent publicity policy. Many public libraries are not even listed in the phone book. Information about opening hours, facilities, and the librarian is rarely available.

Kelly presents slide shows to British librarians to explain the importance of presentation and image—something, he says, "American librarians seem far more aware of."

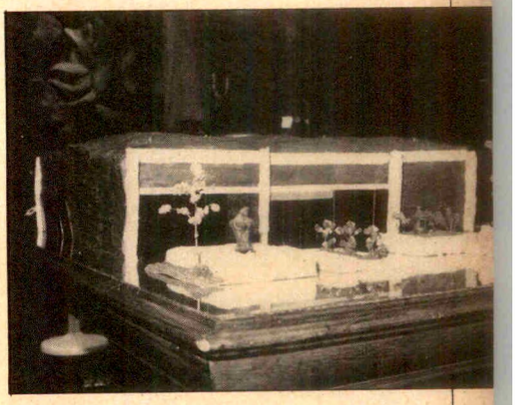
"British libraries are invisible," Kelly said. "They are not presented as a coherent service which contributes very considerably towards the economy and well-being of the nation."

He notes, however, that hope is on the horizon. Among the signs are a new national public library logo and a Publicity and Public Relations Group of about 500 members set up by the Library Association. Finally, he says, schools and seminars on improving publicity and the library image are on an increase.

No ordinary cake

Akron-Summit County Public Library Friends and staff donated 109 cans of frosting and 109 sheet cakes to construct this replica of the Main Library. The cake welcomed visitors to the 15th anniversary celebration of the "new" library at the end of April.

Staff members under the direction of Judy Supple and Laurel Alley worked a day and a half to fashion the cakes into the replica, complete with windows, garden sculpture, and reflecting pool.



University of Illinois annual survey:

Public library circulation holds; spending jumps 7%

THE 1983 INDEX OF AMERICAN Public Library Circulation was 107, the same as in 1982. The Index of Expenditures stood at 130 in 1983, compared with 121 in 1982; and in 1980 dollars the Index was 108 vs. 104 the previous year. So expenditures continued to climb—there was a 7% increase over the 1982 index value of 121—but circulation stayed the same.

The procedure for calculating the two indexes was explained in last year's report in the September 1983 issue (p. 534). Suffice it to say that we use a sample of 53 public libraries, which as a group had the same changes in their expenditures and circulation from 1975 to 1980 as did all U.S. public libraries serving over 25,000 people in 1980. As shown in the table, the adult/juvenile split of circulation was 68-32 in 1983, almost the same as in 1980, based on data from 37 of the 53 reporting libraries. The average percent of expenditures for salaries was 66% in 1983, for materials 14%, and for all other operating costs 20%—a measurable shift from the 63-16-21% distribution in 1980.

Using the figures from the last national survey of public libraries published by the National Center for Education Statistics (NCES), we estimate that the total circulation of all public libraries last year was 1.07 billion—the same as in 1982; we can be 95% confident that the true total was within 4.6% of the estimate—no less than 1.02 and no more than 1.11 billion. Similarly, we calculate that total U.S. public library operating expenditures in 1983 were $2.27 billion, and that the true total was within 19.2% or between $2.01 and $2.53 billion.

We have gone one step further this year, by recording the population served per year by each of the 53 libraries from 1980 to 1983. We used population data from no earlier than the 1980 Census but checked each library in each year's edition of the *American Library Directory* and/or in state library statistical compilations. We then calculated four new measures, shown in the table. Each of these has some value in regard to efficiency and performance, and each has some limitations. Their value is enhanced by being the average of this representative sample of public libraries.

Herbert Goldhor
Library Research Center
University of Illinois, Urbana □

Annual Indexes for a Sample of American Public Libraries: 1974–83
(with 1980 = 100; for 1980–83, N* = 53)

	1974	'75	'76	'77	'78	'79	'80	'81	'82	'83
Circulation	89	98	99	99	99	97	100	104	107	107
Expenditures	57	63	71	78	85	89	100	110	121	130
In 1980 dollars	95	96	103	106	107	101	100	100	104	108

Circulation Percentages

	1980 (N = 33)	1983 (N = 37)
Adult	69	68
Juvenile	31	32

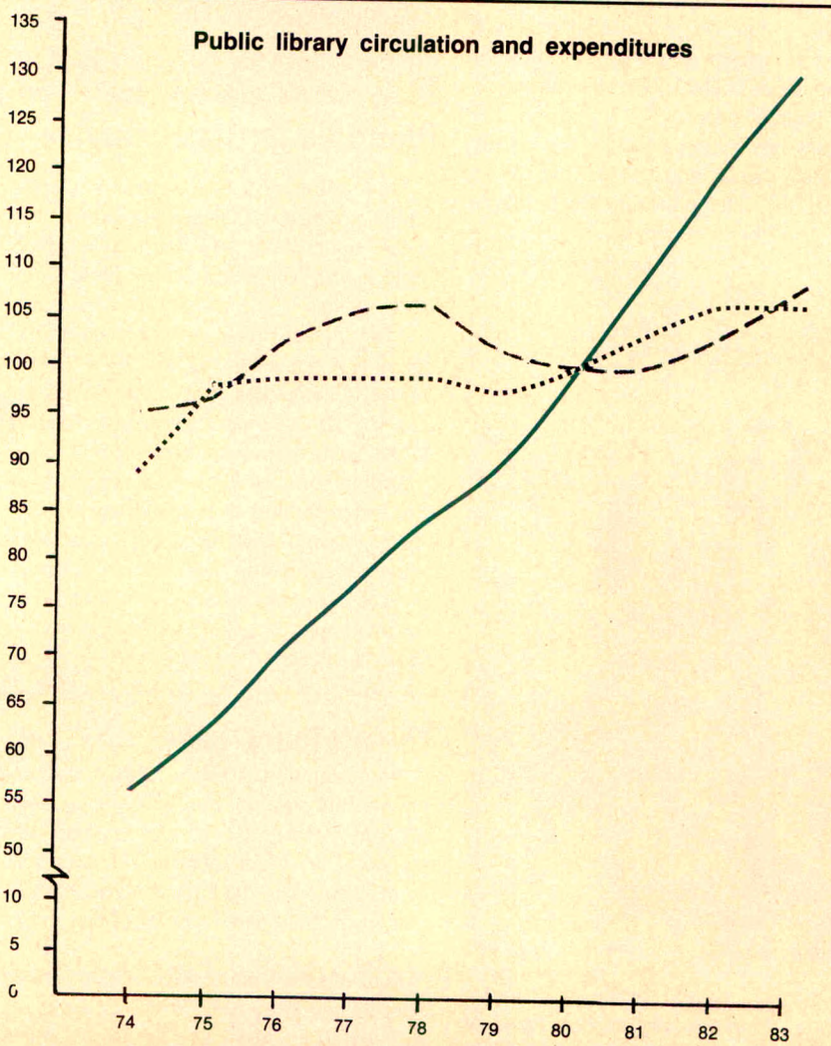
*N is the number of libraries reporting.

Expenditure Percentages

	1980 (N = 53)	1983 (N = 53)
Salaries	63	66
Materials	16	14
Other	21	20

	1980	'81	'82	'83
Median circulation per capita	4.6	4.9	5.2	5.4
Median expenditures per capita	$7.44	$8.72	$9.25	$9.78
Median expenditures per circulation	$1.43	$1.56	$1.57	$1.65
Median expenditures per capita for lib. materials	$1.17	$1.20	$1.27	$1.27

Public library circulation and expenditures



In this graph, the top, broken line represents expenditures in 1980 dollars; the middle, dotted line represents circulation; and the solid color line represents expenditures in current dollars.

MODERN SUBJECT ACCESS

In the Online Age

By Pauline A. Cochrane
with Brian Aveney and Charles Hildreth

***Subject access* is the process of finding information in a *collection of items* by *matching search words* with the *vocabulary* found in the *index or catalog records* for the collection, with *words found in the items* themselves, or with other *related words or clues* provided in the *file* being searched.**

What subject access is all about: the user

I recently read the following rhetorical question in a review of the 12th ASIS mid-year meeting:[1]

"... what difference does it make that a given search could have been better[?]"

This comment responded in part to a question from the audience about the wisdom of promoting end-user searching. The words jumped off the page at me. I almost shouted out loud: "It had better make a difference if we care about user satisfaction at all!"

The audience at this meeting was primarily information specialists trained to serve as intermediaries on DIALOG, BRS, MEDLINE, and similar online retrieval services. Many of them seriously question the development of end-user-oriented systems such as online public access catalogs, DIALOG's Knowledge Index, and BRS/After Dark, because users of these information services will need more and different training.

Most libraries will have no alternative but to train "end users" because they won't have enough library staff to "mediate" for every online catalog user. Those already involved in training online catalog users or designing online user tutorials are now talking about frequent and infrequent users, or competent and incompetent users, rather than "information specialists" or "end users." These new user-group terms will be more helpful in understanding such systems. This last lesson in our course will concentrate on the user of our subject access systems.

In Lesson Two (*AL*, March, p. 145–148+), we illustrated how catalog and index records are being transformed by computer searching systems. For example, searches by single words can be displayed online and browsed before the searcher selects bibliographic references; and related terms (more specific, more general) can automatically be shown after a search yields no results. We have easily traced these changes, but until now we could not do the same for users' search strategies. The tracking of their search paths in catalogs and indexes has been possible only in projects that used participant-observation techniques, in information-seeking case studies, or in controlled tests at the catalog or printed index.[2]

Now information from online catalog transaction logs (printouts showing each step in all searches done in a system) helps us to see how users search and to identify the obstacles they encounter during online searches. We don't identify individual users on these logs, but we can make some interesting observations nonetheless.

Nearly all online catalogs today can track how the system is being used. An example is this transaction I was able to review from a log at the Library of Congress:

Steps	User:	Computer response
1	Find publi re	0 items
2	Find s public relations	904
3	Find public relations quarterly	2
4	Find public relations, business	17

Obviously this person caught the misspelling of *public* but still sent it as a search to the online computer system. The computer responded that there was nothing in the file: 0 items. Then the user made a correct subject (s) search and retrieved 904 items! (The search was done against a file of more than one million LC MARC records.) The user immediately tried to narrow the search, first by using a known

journal title and then by adding the word *business* to *public relations*.

From the transaction log, I cannot tell whether this search could have been better from the user's point of view. The 17 items finally retrieved may have included the information being sought. However, I know the search could have been improved from a system point of view. The system response in step 1 could have been:

> "Do you mean *public relations*? If yes, there are 904 items with this subject heading. If too many items were retrieved, enter another word to combine with your first term; this will reduce the results."

Such a system response would have saved the time of the user and the system, thereby obeying Ranganathan's fourth law of library science: Save the time of the reader and the staff. The revised transaction log would look like this:

Steps	User:	Computer response
1	Find public re	[stem match; 904 items reduce results by AND (new term)]
2	business	17 items

Whether you call this a "fifth generation" system, because the computer made some inferences about what the user was trying to do, or a "user-friendly" system, I think you will agree that such improvements could be a step in the right direction for online catalogs and other information services.

Online catalog transaction logs are rich mines of raw data that must be analyzed in detail before we can understand how to improve search effectiveness and design online user training. Pioneer efforts in user training have concentrated on teaching system commands, computer terminal basics, and certain search protocols. These lessons are essential because they allow the user initial access to the online services. But as the box below (content borrowed from Charles Hildreth[3]) shows, there are several more obstacles along the path to the user's retrieval goal. Recent online catalog user studies[4] document this path. Viewing the situation from the user's point-of-view, maybe we should be asking:

The path to online catalog access

START: DOCUMENT OR INFORMATION NEED • Input/display terminal devices • search and retrieval functions • command entry techniques • database access points • entry vocabulary • index construction • system-to-user dialogue • results display manipulation and interpretation • FINISH: RETRIEVAL GOAL.

How do we contribute to or help overcome the obstacles a searcher encounters at the online information service?

Are the access points for our records and files—the entry vocabulary and references provided in our thesauri—more critical than the records themselves?

Should we adopt user satisfaction as a system goal?

How can we achieve a balanced use of scarce resources to satisfy users *and* transform the library's technical processes into an "integrated library system"?

We know from library automation literature that we can achieve many efficiencies by using one machine-readable record in a central file for different functions, such as circulation and acquisition, rather than maintaining separate files and systems for each function. We now face another challenge: to improve these systems for both staff and public use. It appears that most public users need more information about the content of a file, better access to the system vocabularies used for subject access, and an explanation of search results.

I do not see one path to improved subject access. I wish that our profession could repeat the process that occurred in the late 1960s when we reached a consensus that MARC should be the standard format for the interchange of bibliographic data. I don't see a similar consensus on what we should do to improve subject access. However, opinions from two more "experts" on the role of the Library of Congress *Subject Headings* in improving subject access present challenges as provocative as Marcia Bates's in 1977.

Unified access an obsolete concept

Why do librarians persist in the task of creating unified access to all subject areas? The idea of a common thesaurus for all fields is bankrupt. In fact, librarians ceased trying to control all literatures (e.g., journal articles) many decades ago.

Monographic literature is of primary interest to past-looking fields such as literature and history. For these fields continuity is important and LCSH should not be dramatically changed. Additional headings per title and improved syndetics do make sense since these do not impact continuity.

The model of separate orientalia catalogs and specialized tools like *Chemical Abstracts* will prevail increasingly. Libraries must look to provide access to a panoply of specialized services targeted at specific user groups. Both thesauri and searching techniques will vary from field to field.

Diversity is the model for the future. We should not waste resources dramatically overhauling a tool aimed at a diminishing portion of our constituency.

BRIAN AVENEY
Director of Research and Development
Blackwell North America
Oswego, Ore.

LCSH needs hierarchical restructuring

Experts have long pointed out the inadequacies of subject vocabularies and subject catalogs used to access library collections. But an imperative for improving subject access was not felt or heeded, perhaps because of constraints imposed by manual forms of the catalog or the belief that most searching was for "known items." Now the users of online catalogs are agreeing with the experts. Subject access is *the* problem of information access today.

The key findings on online catalog use and user preferences are easy to summarize: subject searching is the predominant searching mode; subject searching is more problematic and less likely to be successful than other searching modes; online catalog users place the highest priority for improved systems on a cluster of subject searching enhancements; and users prefer the one-stop, self-service approach when they search for information.

Subject access in the online environment is a multidimensional, multi-institutional problem (not just an LC problem). The fundamental ingredients in this problem mix are *vocabulary* and *technology*. New computer-based technologies offer a gold mine of solutions. But, as Marcia Bates feared, many designers of online catalogs have simply transferred "the austerity-based LC subject heading approach to expensive computer systems."

The online catalog design process is becoming more rational, open, and user-oriented. Designers are agreeing on desirable retrieval functions and how to present them in a more uniform, easy-to-use interface. Online catalog use is being monitored and user feedback is leading to seemingly overnight improvements. With all its shortcomings, the LC list of subject headings is the nearest thing we have to a common subject vocabulary authority system in this country. It would be unrealistic to abandon LCSH in the online catalog environment.

This is not the place to refute the claim that free-text, Boolean searching capabilities, properly used, will solve the subject access problem. This approach has and will continue to provide only partial solutions. What is needed is an enrichment and expansion of the subject content in our MARC records. Adding to MARC records subject terms based on in-depth, part-by-part indexing of new works should be a decentralized activity throughout the library community. Subject terms should derive from a restructured, consistently rule-governed LC subject authority list.

A comprehensive, standard subject authority record format must be redefined by consensus of those who must accommodate it in their online systems. The authority format in the LCSH tapes is woefully inadequate, lacking much of the information and guidance found in the printed edition of LCSH. However, before a new authority format can be defined, the call for restructuring LCSH into a hierarchical thesaurus—with broader and narrower terms—must be answered.

Many opportunities for improving our subject vocabulary system would arise during the hierarchical restructuring of LCSH. Conceptual gaps would be identified and new subject terms added. New lead-in terms (*see* references) could be added. Consistency could be achieved in the forms of subject terms and subheading patterns. The resulting syndetic structure would provide the related terms and subject vocabulary guidance users of today's online library catalogs are demanding.

CHARLES HILDRETH
Research Scientist
OCLC, Inc.
Dublin, Ohio

Summing up: questions for the profession

How would you and your colleagues respond to these comments? Can we implement a model of diversity? Can we redesign the MARC format for subject authorities?

Will we improve our focus on the obstacles to subject access if we do as Aveney suggests and no longer work to change LCSH? Should we use several controlled vocabularies together in our online catalogs? Should we change our systems from exact-match routines to freer matches with interactive searching and relevance feedback mechanisms that explain to users what is happening in a search? (This was implied in the revised transaction log mentioned earlier in this lesson.) Should we work toward linking our systems to personalized information services on microcomputers?

The questions come in a torrent when you take a broad view of subject access. If these were exam questions I could not expect you to give complete answers after such a short course; but I hope this series and especially the responses from the experts will stimulate you to ask the library and information profession to try to come up with the answers! □

Notes

1. Newman, Linda, "Online Age: Assessment & Directions." *ASIS Bulletin* (August 1983), 28–29.

2. Cochrane, Pauline A., and Karen Markey, "Catalog Use Studies—Since the Introduction of Online Interactive Catalogs: Impact on Design for Subject Access." *Library and Information Science Research* 5 (Winter 1983), 337–363.

3. Hildreth, Charles, *Online Public Access Catalogs: The User Interface*. Dublin, Ohio: OCLC, 1982, p. 114.

4. See such books as the following:

(a) Matthews, Joseph. *Public Access to Online Catalogs: A Planning Guide for Managers*. Weston, Conn.: Online, Inc., 1982.

(b) *Online Catalog, The Inside Story, A Planning & Implementation Guide*. Edited by William E. Post and Peter G. Watson, RRI, 1983.

5. Matthews, Joseph R., and Gary S. Lawrence, *Using Online Catalogs: A Nationwide Survey*. New York: Neal-Schuman, 1983. Esp. Chapter 6.

Markey, Karen, "Thus Spake the OPAC User." *Information Technology and Libraries* 2 (December 1983), 381–387.

Markey, Karen, *Subject Searching in Library Catalogs*. Dublin, Ohio: OCLC, 1984.

(This is the sixth and final lesson of Professor Cochrane's continuing education course on modern subject access. See issues of *AL* beginning with February 1984 for the previous five lessons.)

1983–84 ALA Council voting record

for Annual Conference and Midwinter Meeting

1983 ANNUAL CONFERENCE - LOS ANGELES VOTE TALLY

The following is a description of the actions taken by the ALA Council at the 1983 ALA Annual Conference excluding closing debate and such housekeeping motions. Numbers correspond to those listed in the Tally.

CD#:	ACTION	Yes	No	Abst
20	AMENDED the motion to adopt SCOLE's proposed Library Education Policy by substituting the alternative policy submitted by the Executive Board.	143	10	3
EBD #51	ADOPTED Executive Board's alternate to CD#20 as ALA Policy on Library Education.	153	1	2
29.	CONCURRED in the Executive Board's recommendation that no change be made in the Constitution & Bylaws with regard to division chapters and/or affiliates.	152	3	1
36.1	APPROVED the recommended dues schedule for Organization Members (Library and Library School Members), effective 1984: Budget: Under $50,000, Dues: $70; 50,000-199,999: 110; 200,000-499,999: 330; 500,000-999,999: 550; 1,000,000-1,999,999: 770; Over 2,000,000: 900.	125	23	7
36.2	APPROVED membership perquisites for organizations joining ALA under Bylaw I.2.C.1: American Libraries, ALA Handbook of Organization and Membership Directory, eligibility for division and round table membership, eligibility for insurance, eligibility for ALANET, and discounts on library materials.	134	13	7
36.3	REQUESTED the Constitution & Bylaws Committee to make the appropriate Bylaw changes reflecting COPES and the Executive Board's recommendations on dues and perquisites provisions under Bylaw Articles I-2-C-1, and bring into conformity with I-2-C-1, I-2-C-2, I-2-B and I-2-D.	149	3	1
32	ACCEPTED the Report of the Policy Monitoring Committee on insertions to be made in the Policy Manual reflecting the Council's Midwinter policy actions.	155	-	-
34. 1-a	DEFEATED motion to refer back to the Executive Board its recommendation #1 that a change be made in the timetable governing receipt of petitions from the current four months to five months before the Annual Conference and that the Constitution & Bylaws Committee be asked to prepare the appropriate bylaw language to implement the recommendation;	7	144	1
34. 1-b	DEFEATED motion to amend by the addition of "... five months...or the last day of Midwinter;	7	138	6
34. 1-c	DEFEATED motion to adopt CD#34.1.	5	139	7
34.2	DEFEATED motion to adopt Recommendation #2 to amend the Bylaws to prohibit nominating bodies (Committee on Committees and Nominating Committees) from placing in nomination members of those committees .	46	94	10
37	APPROVED ALA Affiliation Guidelines formalizing and clarifying the process for the Executive Board's and Council's consideration of applications for affiliated status in ALA, directed that reference be placed in the ALA Policy Manual.	138	-	5
38	ADOPTED Guidelines for Authors, Editors and Publishers of Literature in the Library and Information Field prepared by the Library & Information Literature Membership Initiative Group.	136	2	3
47.1 .1a	APPROVED AND REFERRED to Constitution & Bylaws Committee proposed amendment to Constitution Article X, Section 3 by substituting the present language in order to define and make specific reference to chapters and their relationship to ALA;	145	-	5
47.1 1b	APPROVED the proposed amendment to Constitution Article X, Section 3 on first reading by the Constitution & Bylaws Committee.	146	1	2
47. 1.2	APPROVED AND REFERRED to Constitution & Bylaws Committee proposed amendment to Bylaw Article I, Section 1-B in order to define and make specific their relationship to ALA.	150	-	-
47. 1.3	APPROVED AND REFERRED to Constitution & Bylaws Committee proposed amendments to (1) Bylaw Article V, Section 1(a), Bylaw Article V, Section 1(a), Bylaw Article V, Section, Bylaw Article V, Section 1(c) in order to define and make specific their relationship to ALA and to delete outdated procedures.	147	1	-
49	APPROVED on second reading the amendment to Constitution Article IX, Section 1 which deletes the first word, and REFERRED the amendment to the Membership for ratification at the Los Angeles Conference ALA Membership Meeting.	145	-	-
35-a	AMENDED to strike "approval";	117	31	2
35-b	AMENDED motion to adopt by the substitution of Membership Resolution on Round Table Assessments seeking official consultation with round tables;	139	10	1
35-c	REFERRED CD#35 back to COPES and the Executive Board for further consideration with input from the Round Tables for a report to Council at the 1984 Midwinter Meeting.	138	10	3
43	REFERRED Bylaw Article IV, Section 2(b) to the Constitution and Bylaws Committee for amendment to permit all chapter members to vote in the election of chapter councilors regardless of membership in ALA.	126	25	2

At the 1982 Annual Conference of ALA in Philadelphia, the Council adopted a motion calling for its votes to be recorded in American Libraries *"in the most economical fashion."*

CD#:	ACTION	Yes	No	Abst
44-a	AMENDED substitute by referring to a committee composed of representatives of the 11 divisions and directing that the committee meet at Midwinter;	123	25	4
44-b	APPROVED substitution for main motion referral to a committee composed of representatives of divisions concerned with library discount practices;	103	43	4
44-c	AMENDED by substitution motion to refer CD#44 to the RTSD-AAP Joint Committee for advice and recommendation at the 1984 Midwinter Meeting;	115	18	2
44-d	REQUESTED a progress report at Midwinter 1984.	114	28	9
48	APPROVED for referral to Membership for ratification with the 1984 Ballot an amendment to Bylaw Article VIII, Section 9 on mail votes in the Executive Board and committees to include electronic system or conference calls, and to require an affirmative vote of two-thirds of the full body.	143	7	2
50	ESTABLISHED the ALA Equality Award to include a certificate and $500 supported by Scarecrow Press.	147	-	1
54-a	AMENDED PLA resolution requesting clarification of the rights of divisions in negotiating with the private sector by striking the first resolved paragraph;	137	2	11
54-b	AMENDED further to strike the whereas clauses;	126	9	14
54-c	REQESTED that the ALA Executive Board work with the divisions to clarify the rights of the divisions in negotiating with the private sector on benefits and promotions involving their respective members.	112	29	9
56	ADOPTED RESOLUTION commending Robert Wedgeworth and the National Commission on Libraries and Information Science for their support to the United States National Committee for UNESCO/PGI, affirming the continuing interest of ALA in the future work of this Committee, and congratulating Mary Corning of the National Library of Medicine on her election as Chair of the Committee .	144	-	3
59-a	AMENDED second resolved clause to include special librarians;	132	2	5
59-b	DEFEATED a motion to amend by the addition of a further resolved clause to provide for the appointment by the President of ALA of a task force to analyze the Report of the National Commission on Excellence in Education, A NATION AT RISK, to strengthen the role of libraries in the area of education and public information;	57	76	12
59-c	PLEDGED ALA's support and the support of school, public, academic and special librarians in undertaking the reform of American education and the betterment of the educational experience of American youth.	142	3	-
59.1	REAFFIRMED ALA's support for the establishment of the National Archives and Records Service as an independent agency for communication of its position to the Administrator of the General Services Administration, to the Archivist of the United States and to the appropriate committees of Congress.	141	-	3
57	BY ACCLAMATION passed Memorial Tribute to the late Eli M. Oboler.	143	-	-
60-a	VOTED to act on each COO recommendation separately;	105	2	5
60-b	AMENDED the National Library Week Committee membership to require that one of the ten members be a representative of the Public Relations Section of LAD;	77	56	11
60-c	ADDED to the number of the Membership Committee one member to represent the American Library Trustee Association and one member to represent library school students;	74	64	7
60-d	DIRECTED JMRT's Executive Committee to either eliminate its newly structured category of continuing members or prepare a revised statement of purpose to be reviewed by the Committee on Organization and recommended to Council.	102	30	13
58	BY ACCLAMATION passed a Resolotion recognizing and honoring C.J. Hoy on the occasion of his retirement expressing the Association's sincere appreciation for his long service to ALA as Conference Manager.	122	-	-
61	WENT ON RECORD against prejudiced research and ADOPTED A resolution on Department of Education Request for Proposal (closing date May 25, 1983) protesting this proposed research and urging that it not be funded, requesting that a new Request for Proposal be prepared designed to assess fairly all alternatives for funding library and information services including tax support and other traditional methods.	142	-	1
MD#4	URGED libraries to give high priority to making information available about the ongoing arms race debate and about various courses of action concerned individuals may take.	138	2	3
MD#2	RECORDED ALA's official objection to the Presidential Directive on Safeguarding National Security Information of March 11, 1983, requesting that it be rescinded, directing that ALA initiate and/or join with other groups to support efforts to have that directive countermanded and publicizing ALA's actions, and urging members and interested citizens to send letters to their legislators informing them of the present danger to the right to know requesting legislation that will nullify presidential orders which threaten that right, and urging renewed efforts by librarians to inform their communities of the dangers that threaten the right to know.	140	-	2
NaR	DIRECTED the ALA President to appoint a special committee to examine the report, A NATION AT RISK, in relationship to the ALA Goals and Priorities and report back to Council at Dallas ways in which ALA as an Association can work toward creating a learning society which recognizes and supports libraries as integral elements of that society.	136	-	-

1983 ALA ANNUAL CONFERENCE - Los Angeles
COUNCIL ATTENDANCE & VOTE RECORD

x - pr
e - ex
y - ye
n - no

	1st	2nd	3rd	20	51	29	36.1	36.2	36.3	32	34.1a	34.1b	34.1c	34.2	37	38	47.1.1a	47.1.1b	47.1.2	47.1.3	49	35a	35b	35c	43	44a	44b	44c	44d	48	50	54a	54b	54c	56	59a	59b	59c	59.1	57	60a	60b	60c	60d	58	61	M4	M2
ABELL, Millicent	x	x	x	y	y	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	n	y	y	a	n	n	y	y	y	y	y
AGRIESTI, Paul -	excused																																															
ALSIP, James	x	x	e	y	y	y	y	y	y	y							y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y													
ALTMAN, Ellen	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	n	y	y	a	n	n	y	y	y	y	y
ARDEN, Caroline	x	x	x	n	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	w	y	n														
BALCOM, Kathleen Mehaffey	x	x	x	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	n	y	y	a	n	n	y	y	y	y	y
BELL, Glenda	x	x	x	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	a	a	y	y	y	y	a	y
BIBLO, Herbert	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y
BIBLO, Mary	x	x	x	y	y	y	n	a	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	a	y	y	y	y
BONNELL, Pamela G.	x	x	x	n	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	a	y													y	y	y
BOYCE, Emily	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	n			y	y	y
BRODERICK, Dorothy M.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y				y	y	y
BROWN, Caren	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	n	n	n			y	n	y
BROWN, Thomas M.	x	x	x	y	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	a	y	y	y	n	n	n	n	y	y	y	y
BROWN-CRIST, Margaret	x	x	x	y	y	y	y	y	n	y	y	n	n	n	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	n	n	n	n	y	y	y	y
BRYAN, Barbara	x	x	x	y	y	y	y	n	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	n	n			y	y	y
BUCK, Richard M.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	a	n	n	y	n	y	y	y
BUCKINGHAM, Betty Jo	x	x	x	y	y	y	n	n	y	y	n	n	n	y	a	y	y	a	y	n	y	n	y	y	n	y	y	n	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	n	y	y	y
BUDINGTON, William S.	x	x	x	y	y	y	y	y	y	y	n	n	n	y	a	y	y	a	y	n	y	n	y	y	n	y	y	n	y	y	y	a	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
BURLINGAME, Dwight F.	x	x	x	y	y	y	n	n	y	y	n	n	n	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
BUSH, Jody	x	x	x	y	y	y	y	y	y	y	n	n	n	n	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	a	y	y	y	n	a	a	y	y	y	y	y	y
BUSH, Margaret A.	x	x	x	y	y	y	n	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	n	a	a	y	y	y	y
CADE, Barbara C.	x	x	x	y	y	y	n	n	a	y	n	n	n	n	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	n	n	n	y	y	y	y
CANELAS, Dale B.	x	x	x	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	n	n	n	y	y	y	y
CARGILL, Jennifer	x	e	x	y	y	y	y	y	y	y										y	y	y	y	y	y	a	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	n	y	y	y
CASEY, Daniel W.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
CHAIT, William	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
CHAMBERLIN, Leslie	x	x	x	n	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
CHANG, Henry C.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	n	n	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
CHEN, Ching-Chih	x	x	x	y	y	y	a	y	y	y	n	a	n	n	y	a	y	y	y	y	y	y	y	y	y	y	y	y	n	a	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
CHISHOLM, Margaret	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	n	y	y	y	y	n	n	y	y	y	y	y	y
COLEMAN, Jean M.	x	x	x	y	y	y	y	y	y	y	n	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
COLES, Gloria J.	x		x	y	y	y	n	n		y	n	n	n	n	y	y	y	y	y	y	y																												
COLLINS, Bruce H.	x	x	x	y	y	y	y	y	y	y	n											y	y	y	n	y	y	y	n	y	y	y	n	a	n	y	y	y	y	n	n	n			y	y	y
CONNOR, Billie M.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	n	a	n	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
COOPER, Alene A.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	a	n	a	y	y
CROUCH, Milton H.	x	x	x	y	y	y	n	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
CROWELL, Nancy E.	x	x	x	y	y	y	a	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	a	a	n	y	y	y	n	y	y	y	a	n	n	y	y	a	y	y
CRUZ, Lucy S. -	x	x	e	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
CUBBEDGE, Mrs. Frankie H.	x	x	x												y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y														
CURLEY, Arthur	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	a	y	n	n	y	y	y	y	y	n	a	n	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
DANIELS, Bruce	x		x	y	y	y	y	n	y	y	n	n	n	n	y	y	y					y	y	y	y	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	n	n	a			y	y	y
DAVIS, Sally A.	x	x	x	y	y	a	y	y	y	y	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
DeJOHN, William T.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
DiMATTIA, Ernest	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
DRAKE, Miriam A.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y
DWYER, James R.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	a	n	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	a	y	y														
EAGLEN, Audrey B.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	n	a	y	y	y	y	y
EASTMAN, Ann Heidbreder	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y				y	y	y	y	y	y	a	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	n	n	a	y	y	y	y	y

	1st	2nd	3rd	20	51	29	36.1	36.2	36.3	32	34.1a	34.1b	34.1c	34.2	37	38	47.1.1a	47.1.1b	47.1.2	47.1.3	49	35a	35b	35c	43	44a	44b	44c	44d	48	50	54a	54b	54c	56	59a	59b	59c	59.1	57	60a	60b	60c	60d	58	61	M4	M2	N
ELLIOTT, Kay	x	x	x	y	y	y	n	a	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	
ENGLISH, Dorothy V.	y	y	y	y	y	y	y	y	y	y	n	n	n	n	y	a	y	y	y	y	y	n	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	a	a	y	y	y	y	y	y	
FANG, Josephine Riss	x	x	x	y	y	y	a	y	y	y	n	n	n	n	y	a	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	a	a	y	y	y	y	y	y	
FARLEY, Judith R.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	a	y	y	y	y	y	n	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
FLAGG, Jo Ellen	x	x	x	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y				y	y	y	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
FORD, Barbara J.	x	x	x	y	y	y	y	y	y	y	n	n	n	a	y	y	y	y	y	y	y	a	y	y	y	y	y	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
FREEDMAN, Maurice F.	e	x	x											n	y	y	y	y	y	y	y	n	y	y	y	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
FRY, Bernard M.																	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	n	y	y	y	
FUTAS, Elizabeth	x	x	x	n	n	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	n	y	y	y	
GEORGE, Mary W.	x	e	x	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	n	y	n	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	n	y	y	y	
GODDARD, Joan	x	x	x	a	y	y	y	y	y	y	n	n	n	n	y	y	y																															
GOODRICH, Jeanne	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	
GOODRICH, Marilyn	x	x	x	y	y	y	n	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
GRANT, Helen B.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	n	y	y	y	y	y	y	
GREAVES, F. LANDON	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
GRIFFIS, Joan E.	x	x	e	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
HALLIWELL, Dean W.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
HAMMER, Sharon A.																																																
HANNA, Alfreda	x	x	x	y	y	y	y	n	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y		n	n	y	y	y	y	y	
HANNIGAN, Jane Anne	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
HERBISON, Michael	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
HERMAN, Elizabeth	x	x	x	y	y	y	y	y	y	y				n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
HERRICK, Kenneth	x	x	x	y	y	y	y	y	y	y	n	y	a	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	n	y	y	y	y	
HIGBEE, Joan F.	x	x	x	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
HOGAN, Patricia M.	x	x	x	y	y	y	y	y	y	y	n	n	n	y	y	y						y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
HOOK, Robert D.	x	x	x	y	y	n	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	n	y	y	y	y	y	n	n	a	y	y	y	
HOPKINS, Dianne McAfee	x	x	x	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	n	y	y	y	y	
HUKILL, Jane E.	x	x	x	y	y	y	n	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	n	y	y	y	y	
HUNTER, Julie V.	x	x	x	y	y	y	n	a	y	y	n	n	n	n	y		y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	n	n	y	y	y	y	
HURREY, Katherine	x	x	x	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	n	y	y	y	y	
IHRIG, Alice Bennett	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	y	y	a	y	y	y	y	y	y	y	
ISACCO, Jeanne M.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	n	n				
JACKSON, Clara O.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y						n	y	y	n	y	y	n	y	y	y	y	y	y	y	n	y	y	y	y	y	n	n	n				
JENKINS, Cynthia														n			y	n	y	y		y	y	y	n	y	n	y	y	y	y	y	y	y	n	y	y	y	y	y	n	n			y	y	y	
JOHANSON, Cynthia J.	x	x	x	y	y	y	y	y	y	y	n	n	n	a	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	n	y	y	y	y	
JOHNSON. Duane	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	a	y	y	y	y	y	y	y	

	1st	2nd	3rd	20	51	29	36.1	36.2	36.3	32	34.1a	34.1b	34.1c	34.2	37	38	47.1.1a	47.1.1b	47.1.2	47.1.3	49	35a	35b	35c	43	44a	44b	44c	44d	48	50	54a	54b	54c	56	59a	59b	59c	59.1	57	60a	60b	60c	60d	58	61	M4	M2	NaR
JONES, Thomas T.	x	x	x	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y		y	n	n	y	y	a	y	y	y	y	n	n	n	y	y	y	y	y
JOSEY, E.J.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
JUERGENS, Bonnie K.	x	x		y	y	y	n	a	n	y	n	n	n	y	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	n	y	y	n	y		y	y		n	n	y	y	y	y	y	y
KATZ, Ruth M.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	a	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	a	a	y	y	y	y	y	y	y
KEENE, Jan	x	x	x	y	y	y	y	y	y	y	n	n	n	a	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	a	a	y	y	y	y	y	y	y
LAIRD, W. David	x	x		y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n		n	a	y	y	y	y	y														
LEON, Carmencita	excused																																																	
LOKEN, Sarah F. -	x	x	x	y	y	y	y	y	y	y	n	a	n	n	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	y	n	y	y	y	y	y	a	y	y	y	y	a	y	y
LYNCH, Beverly P.	x	x	x	y	y	y	y	y	y	y	n	a	a	a	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	y	y	y
McCROSSAN, John A	x	x	x	a	a	y	y	y	y	y	n	n	n	y			y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	a	y	y	y	y	y	y	y
McCUSKER, Sr. M. Lauretta	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	n	y	y	n	y	y	y	y	n	n	y	y	y	y	y	y	y
McDERMOTT, Judy C.	x	x	x	y	y	y	y	y	y	y	n	n	n	a	y	y	y	y	y	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y	y	y

	1st	2nd	3rd	20	51	29	36.1	36.2	36.3	32	34.1a	34.1b	34.1c	34.2	37	38	47.1.1a	47.1.1b	47.1.2	47.1.3	49	35a	35b	35c	43	44a	44b	44c	44d	48	50	54a	54b	54c	56	59a	59b	59c	59.1	57	60a	60b	60c	60d	58	61	M4	M2	NaR
McGOVERN, Gail J.	x	x	e	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	n	y	y	y	y	y	y	y
McNALLY, Crystal E.	x	x	x	y	y	y	a	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	n		y	y	y	y
McNAMEE, Gilbert W.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	n	n	y	y		y	y	y	y
McSWEENEY, Josephine	x	x	x	y	y	y	n	n	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	n	n		y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y		y	y	y	y	y
MALINCONICO, S. Michael	x	x	x	a	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	n	a	n		y	n	y	y	a	y	y	a	n	y	y	y	y	n	n	y	y	y	y	y	y	y
MARKOWETZ, Marianna	x	x	x	y	y	y	n	n	y	y	n	n	a	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y	y	y
MARSHALL, Joan K.	x	x	x	y	y	y	n	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	y	y	y	n	y	y	y	y	a	n	y	y	y	y	y	y	y
MARSHALL, Nancy H.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	n	y	y	n	y	y	y	y	y	a	y		y	y	y	y	y
MATARAZZO, James M.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	n	y	y	y	y	a	a	y	y	y	a	y	y	y
MATHEWS, Anne J.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	n	y	y	y	y	y	y	y	y	y	y	y	y	y
MAUTINO, Patricia H.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y
MAY, F. Curtis	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	n	y	y	y	y	y	y	a	y	y	y	y	y	n	n	y	y	y	y	y	y
MEIER, Patricia L.	e	x	x														y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	a	y	y	n	y	y	y	y	y	n	n	y	y	y	y	y	y
MEYER, Ursula	x	x	x	y	y	y	y	y	y	y	a	a	a	y			y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	n	n	y	y	y	y	y	y
MILLS, Fiolina B.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y
MILLS, Lois P.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	n	y	y	a	y	y	y	y	n	n	y	y	y	y	y	y	y
MINUDRI, Regina	x	x	x	y	y	y	y	y	y	y	n	a	n	y	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	a	n	y	n	y	y	y	y	y	y	n	n	y	y	y	y	y
MITCHELL, Bonnie Beth	x	x	x	y	y	y	n	y	y	y	n	n	n	n	a	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	a	n	y	n	y	y	y	y	y	y	n	n	y	y	a	y	y
MOODY, Marilyn D.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	n	n	n	n	n	n	a	n	a	y	n	a	y	y	n	y	y	y	y	a	y	n	n	y	y	y	y	y
MOON, Eric	x	x	x	n	a	y	n	y	y	y	n	n	n	n	y	a	y	a	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	n	n	y	y	y	y	y
MORRISSETT, Elizabeth	x	x	x	y	y	y	a	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	a	a	n	y	y	n	y	y	y	y	y	n	n	y	y	y	y	y
MUDD, Isabelle	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	n	n		y	y	y	y	y	n	y	y	y	y	y	y	y	n	n	a		y	y		
NAISMITH, Patricia A.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	y	y	n		y	y	y	y	m	y	y	n	y	y	y	y	n	n	a		y	y		
NELSON, Milo	x	x	x	n	y	y	y	y	y	y	n	n	n	n			y	y	y	y	y	y	y	y	y	y	y	n		n	y	y	a	a	n	y													
NEMEYER, Carol A.	Presiding Officer																																																	
PARKS, Jim -	x	x	e	y	y	y	y	y	y	y	n	a	a	a	a	y	y	y	y	y	y	y	y	y	y	y	y	n		n	y	y	y	a	n	y														
PRENTICE, Anne E.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y
PRICE, Louise C.	x	x	x	y	y	y	n	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y	y	y
PRUETT, Barbara J.	x	e	x	y	y	y	y	y	y	y	n	n	n	n	y	y						n	y	y	y	y	n	y	n	y	n	y	y	y	y	y	n	y	y	y	y	y	n	n	y	y	y	y	y	y
PURCELL, Gary R.	x	x	x	n	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	a	y	a	y	y	y	y	a	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y
PURCELL, Nadine	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	n	n		y	y	y	y	y	y	y	n	y	y	y	y	y	n	n	y	y	y	y	y	y
RADER, Hanelore B.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y	y	y
RAMER, James	x	x	x	y	y	y	n	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	a	y	y	y	y	y	y	y
RANDALL, Ann Knight	x	x	x	y	y	y	a	y	y	y	n	n	n	n	a	y	y	y	y	y	y	y	n		y	y	n	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y
RANEY, Leon	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	a	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y
RAZ, Robert E.	x	x	x	y	y	y	n	n	n	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	n	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y
RAZER, Bob	x	x	x	n	y	n	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y
RIGGS, Donald E.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	y	y	y
ROOT, Nina J.	x	x	x	y	y	y	y	y	y	y	n	n	n	n			y	y	y	y	y	y	y	y	y	y	n	a		y	y	y	y	y	y	y	n	y	y	y			y	y	y	y	y	y	y
SCHAEFFER, Lorraine D.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a															
SCHORR, Alan Edward	x	x		y	y	y	a	a	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	n	y		y	y	y	y	y	y	y	y	y	y	y	y	n	n	n					y
SCHWARTZ, Arlene	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y								
SCILKEN, Marvin H.	x	x		y	y	y	y	y	y	y	n	n	n	y	y	n	y	y	y	y	y	y	y	y	y	y	n	n	n	y	y	y	n	a	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y
SCOTT, Alice H.		x	x														y	y	y	y	y	y	y	y	y	y	y	a	a	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y
SESSIONS, Judith A.	x	x	x	y	y	y	n	n	y	y	n	n	n	y			y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	n	y	y	y	y		
SHANK, Russell	x	x	x	n	y	y	y										y	y	y	y	y	y	y	y	y	n	n	n	a	y	y	y	y	y	y	y	y	y	y	y									
SHELDON, Brooke	Presiding duties																																																
SHIELDS, Gerald R.	x	x	x	y	y	n	y	y	n	y	y	n	n	n			y	y	y	y	y	y	y	y	y	y	y		n	n	y	y	y	y	n	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y

	1st	2nd	3rd	20	51	29	36.1	36.2	36.3	32	34.1a	34.1b	34.1c	34.2	37	38	47.1.1a	47.1.1b	47.1.2	47.1.3	49	35a	35b	35c	43	44a	44b	44c	44d	48	50	54a	54b	54c	56	59a	59b	59c	59.1	57	60a	60b	60c	60d	58	61	M4	M2	NaR
SIMPSON, Betty Jane	x	x	x	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	n	y	y	y	y	y	n	n	n	y	y	y	y
SIMPSON, Donald																																																		
SIMPSON, Susan	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	n	y	y	n	y	y	y	y	n	y	y	y	y	y	y
SMITH, Bob	x	x	x	y	y	y	y	y	v	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	n	n	n	y	y	y	y	y	y	y	y	n	y	y	y		y	y	n	y	y	y	y	y	y
SMITH, Janice	x	e	e	y	y	y	y	y	y	y	n	n	n	n	y	y																																			
SMITH, Nathan M.	x	x	x	y	y	y	y	y	y	y	n	n	n				y	y	y	y	y	y	y	y	y	y	y	y	y	y	y					y	y	n	y	y	y	a	a	a	y	y	y	y	y	y
SNIDER, David	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	a	a	y	y	n	y	y	y	y
STONE, Elizabeth W.	x	x	x	y	y	y	n	y	y	y	n	n	a	y	y	y	y	y	y	y	y						a	a		y	y	y	y	y	a			a	y	y	y		y	a	y	y	a	y	y	y
STROHECKER, Edwin C.	x	x	x	y	y	y	y	y	y	y	n	n	n	a	y	y	y	y	y	y	y	n	y	n	n		y	y	y	y	y	y	y	a					y	y	y		n	n	n	y	y	n	y	y
SUCKOW, Stephen																																																		y
SUMMERS, F. William	x	x	x	n	y	y	y	y	y	y	n	n	n	a	y	y	y	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	a	n	y	y	y	y	y	y	y	y	y	y	y	y	y
SWANSON, Edward	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	n	n	y	y	y	y	y
TALBOT, Elizabeth J.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	n	n	n	y	y	y	y	y	y
TERWILLEGAR, Jane C.	x	x	x	y	y	y	y	n	y	y	n	n	n	n	a	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	n	n	n	y	y	y	y	y	y
THOMAS, Lucille C.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	n	y	y	y	y	y	y
TOTTEN, Herman	x	x		y	y	y	y	y	y	y	n	n	n	n	y		y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	n		y	y	y	y	y
TURNER, Frank L.	x	x	x	y	y	y	y	a	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	a	y	y	y	y	y	y		n	n	n	y	y	y	y	y	y
VARLEJS, Jana	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y		n	n	a	y	y	y	y	y	y
WAGNER, Rodney G.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y		y	y	y	y	y	y	y	y	y
WALTERS, Mary D.	x	x	x	y	y	y	y	a	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	n	y	y	n	y	y	y		n	n	y	y	y	y	y	y	y
WEBER, Benita M.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y		y	y	y	y	y	y	n	y	y	y	y	y	y	y	n	y	y	y		y	y	y	y	y	y	y	y	y
WILKINS, Barratt	x	e	e	y	y	y				y	n	n	n	n	y	y																																		
WRIGHT, Robert L.	x	x	x	y	y	y	y	y	y	y	n	n	n	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y		n	y	y	y	y	y	a	a	y	y	y	y		
YATES, Ella Gaines																																																		

Midwinter Meeting

1984 MIDWINTER MEETING - VOTE TALLY

The following is a description of the actions taken by the ALA Council at the 1984 ALA Midwinter Meeting excluding closing debate and such housekeeping motions. Those approved by acclamation do not appear in the Tally; Numbers correspond to those listed in the Tally.

CD#:	ACTION:	Yes	No	Abstain
NC	Directed Executive Board to clarify allegations raised by ALA Nominating Committee related to "critical evaluation by a few staff members of segments of the Committee's slate."	149	2	1
6	Adopted Policy Monitoring Committee Report on insertions made in Policy Manual as a result of Councils actions at the 1983 Annual Conference.	150	-	-
11	Approved new five year Personal Membership Dues schedule as proposed by COPES.	129	22	1
20	Established the Continuing Library Education Network & Exchange as an ALA round table.	144	-	3
MTS	Adopted by acclamation Memorial Tributes to deceased members Edmon Low, Annette Phinazee, Theodore C. Hines, Jean Elaine Wichers, Peggy Pfieffer, Elnora M. Portteus, Mae Graham, Ernest R. DeProspo.	BY ACCLAMATION		
HM	Elected to Honorary Membership Lester E. Asheim and Michigan U.S. Congressman William Ford.	BY ACCLAMATION		
32	Supported the concept of equal discounts on equal volume orders for all buyers requesting the Joint ALA-AAP Committee to transmit a request to American trade book publishers to examine their discounts to libraries to ascertain how such policy could be implemented for a report from the Joint Committee at 1985 Midwnter.	84	56	5
14.1C	Approved 2nd reading and referred to Membership for ratification in the 1984 Ballot amendment to Constitution Art. X, Sec. 3 which provides for ALA Chapters.	145	-	-
14.1B	Approved and referred to Membership for ratification in the 1984 Ballot amendment to Bylaws provisions relating to ALA Chapters.	145	-	-
14.2	Approved and referred to Membership for ratification in the 1984 Ballot amendment to Bylaws provisions relating to Organization Membership Dues & Perquisites.	45	-	-

CD:	ACTION:	Yes	No	Abstain
14.	Approved and referred to Membership for ratification in the 1984 Ballot amendment to Bylaws provisions relating to five year Personal Membership Dues schedule (implementation of CD#11 above).	139	4	2
BL 8	Directed Constitution & Bylaws Committee to update Sec. 3(b) reflecting recent Council actions affecting status of RSBRC.	145	-	-
BL 3	Directed C&B to examine Sec. 2(b) and 3(b) (petitions) and report its findings to Council at Dallas.	145	-	-
31.1	Adopted Resolution on The Role of Telecommunications in Library Service requesting Congress and FCC to reject access charges for library telecommunications pricing to create a library public-service tariff and implement any new tariff increases gradually.	143	2	-
31.2	Adopted Resolution on Reauthorization of the Library Services & Construction Act expressing appreciation to the Chairman of the House Rules Committee and offering ALA's assistance to the House in its consideration of HR2878 to revise and extend the Library Services & Construction Act.	145	-	-
31.3	Adopted Resolution on Higher Education Act Reauthorization opposing dispersal of library provisions throughout the Act but supporting it with redrafts of Title II to meet needs of academic library programs, library education and research and asking appropriate units to assist in these redraftings.	144	-	-
31.4	Adopted Resolution urging Congress to support legislation for a second White House Conference on libraries & information issues in 1989.	132	1	12
31.5	Adopted Resolution on Reauthorization of Older Americans Act in supporting legislation to add public libraries to the organizations eligible for grants under the Act.	145	-	-
31.6	Adopted Resolution on The Right to Know requesting the President and federal agencies to insure that promulgated information management policies protect and provide for equal and ready access to federally produced information.	145	-	-
31.7	Adopted Resolution on OMB's Proposed Circular on Federal Information Management reaffirming that there should be equal and ready access to data collected, compiled, produced and published by the Government and urging OMB to include this principle in the final policy circular, offering ALA assistance in its preparation.	145	-	-
31.8	Adopted Resolution regarding Senate Bill S774 opposing the full cost recovery for access to government information required by the Bill.	143	1	1
31.9a	Amendment to 31.9 substituting "study" for "establish" and striking "as a high priority matter.	137	1	2
31.9	Adopted amended Resolution on Public Lending Right Policy Formulation stating that it is in the public interest that ALA study the public lending right issue, and that full reporting on this issue be done through ALA publications, etc., reports to Council, and directing that ALA's interest be communicated to Congress and other agencies.	142	2	2
Forum	Directed that beginning with Midwinter 1985 time be scheduled following Council I for nominees to the Executive Board to present their views related to service on the Board including a question and answer period.	141	-	3
B&PA	Defeated motion asking COO to consider ways to make the Planning & Budget Assembly a more effective unit.	14	123	4
12	Defeated motion to require publication of the full text of all Council policy resolutions in American Libraries.	11	119	10
13	Adopted the California Library Association Computer Literacy Resolution which directed the Washington Office to take necessary steps to insure inclusion of public libraries in computer Bills under consideration by Congress and sought the assistance of ALA Chapters in this effort.	132	2	4
17s	Defeated substitute for 17 which would have created a council documents category to include conscience raising resolutions regarding libraries' obligations under the Library Bill of Rights.	7	123	29
17a	Amended 17 by deleting the direction that American Libraries publish the full text of two previously adopted Council resolutions on the Arms Race and the establishment of a special ad hoc committee to consider ways of making the policy operational in ALA activities.	102	29	3
17aa	Further amended 17 by adding a request that divisions having selection committees consider appropriate implementation action.	108	15	8
17	Reaffirmed with special urgency its call at the 1983 Annual Conference for libraries to give high priority to making information available about the arms race issue and actions individuals can take.	97	31	9
30	Referred to COPES Part Time Dues Category Resolution that would require COPES to create a new reduced rate personal dues category for part time professional library workers.	131	1	-
18	Commended National Endowment for the Humanities, the Andrew W. Mellon Foundation, the Rockefeller Foundation, and the H. W. Wilson Foundation for making possible the 18th Century Short Title Catalogue project, urging their continued support to match the European contribution to bring the project to a successful completion in North America.	133	-	1

CD:	ACTION:	Yes	No	Abstain
19	Requested the President of the United States to declare a National Deaf Heritage Week to be held December 2-9, 1984 to be celebrated by libraries in cooperation with the deaf community throughout the nation.	131	-	-
21a	Amended #21 by the addition of a clause expressing ALA's strong and continuing concern for the issues of press freedom which are addressed in the UNESCO Forum.	124	-	3
21	Adopted Resolution on Continued U.S. Membership in UNESCO as amended expressing ALA's regret over the President's decision, on recommendation of the Secretary of State, to issue notice of the intention of the United States to withdraw from membership in UNESCO effective December 31, 1984; and further calling upon the Secretary of State and the Director-General of UNESCO to initiate prompt, serious and productive negotiations leading to timely and satis- factory resolution of differences in order to preserve the many positive benefits of continuing U.S. participation in UNESCO.	118	7	3
24s	Substituted paragraph below for the request that COPES conduct a study and report at Midwinter 1985 on the impact on membership dues costs of a payment schedule based on salary level of ALA members.	116	6	3

24 Directed that COPES report at the 1985 Midwinter Meeting on its recently completed investigation of an ALA membership dues scale based on salaries of ALA members. — 114 — 7 — 2

26 Approved Resolution that ALA join with the American 122 - 2 Historical Association in supporting the December 27, 1983 American Historical Association resolution on security classification of historically valuable research papers used by the Federal Administration and the criteria developed in the AHA resolution.

27s Substituted new wording for CD#27 on National Security Directive 84 as stated below. — 116 — 3 — 2

27 Approved Resolution that ALA join the American Historical Association in opposing National Security Directive 84, and communicate this action to the ALA membership urging them to express to the proper government officials their strong opposition to this directive. — 117 — 2 — 5

28 Referred to the International Relations Committee a resolution that addressed to President Reagan concern over the status and locations of Grenada's archiveson. — 112 — 5 — 4

33 Approved reinstatement of the Ralph R. Shaw Award for Library Literature effective with the 1985 Annual Conference under a new sponsor, Knowledge Industry Publications, Inc. — 110 — 2 — 1

RF Extended thanks and well wishes for a happy future to retiring (January 31) Deputy Executive Director Ruth Frame. — BY ACCLAMATION

1984 ALA MIDWINTER MEETING
COUNCIL: ATTENDANCE & VOTE RECORD

x - present
e - excused
y - yes
n - no

	1 2 3 st nd rd	NC	6	11	20	HM	32	14.1C	14.1B	14.2	14.3	BL8	BL3	31.1	31.2	31.3	31.4	31.5	31.6	31.7	31.8	31.9a	31.9	For.	BPA	12	13	17a	17a	17aa	17	30	18	19	21a	21	24a	24	26	27a	27	28	33
ABELL, Millicent	x x e	y	y	y	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
AGRIESTI, Paul	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
ALTMAN, Ellen	excused																																										
ARDEN, Caroline	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BAILEY, George M.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BALCOM, Kathleen Mehaffey	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BELL, Glenda	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BIBLO, Herbert	x x e	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BIBLO, Mary	x x e	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BONNELL, Pamela G.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BOYCE, Emily	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BRODART, Dorothy M.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BROWN, Caren	excused																																										
BROWN, Thomas M.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BUCK, Richard M.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BUCKLEY, Francis J., Jr.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BURGER, Leslie Berman	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BURLINGAME, Dwight F.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BUSH, Jody	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
BUSH, Margaret A.	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CADE, Barbara C.	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CAMELAS, Dale B.	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CARGILL, Jennifer	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CASE, Robert N.	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CASEY, Daniel W.	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CHAIT, William W.	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CHAMBERLIN, Leslie	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CHANG, Henry C.	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CHEN, Ching-Chih	Excused																																										
CHISHOLM, Margaret	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
COBB, Mary Louise	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
COLEMAN, Jean M.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
COLES, Gloria J.	x x x	y	y	y	n	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
COLLINS, Bruce H.	x x x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
COOPER, Alene A.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CORTEZ, Edwin M.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CRIST, Margaret	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y

- 2 -

	1 2 3 st nd rd	NC	6	11	20	HM	32	14.1C	14.1B	14.2	14.3	BL8	BL3	31.1	31.2	31.3	31.4	31.5	31.6	31.7	31.8	31.9a	31.9	For.	BPA	12	13	17a	17a	17aa	17	30	18	19	21a	21	24a	24	26	27a	27	28	33
CROUCH, Wilton H.	x x x	y	y	y	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CROWELL, Nancy P.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
CURLEY, Arthur	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
DAVIS, Sally A.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
DERMER, Carol	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
DRAKE, Miriam A.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
DWYER, James R.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
EAGLEN, Audrey B.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
EASTMAN, Ann Heidbreder	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
ENGLISH, Dorothy V.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
FAMC, Josephine Rita	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
FARLEY, Judith R.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
FORD, Barbara J.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
FREEDMAN, Maurice F.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
FUTAS, Elizabeth	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
GEORGE, Mary W.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
GIKAS, Joan S.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
GOODRICH, Marilyn	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
GOSLING, William A.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
GOULD, Martha B.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
GRANT, Helen B.	Excused																																										
GREAVES, F. Landon	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
GRIFFIS, Joan F.	Excused																																										
HAMMER, Sharon A.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HANNIGAN, Jane Anne	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HEATH, Susan	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HERRICK, Kenneth	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HICKEY, Doralyn J	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HIGBEE, Joan F. C.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HOGAN, Patricia M.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HOOK, Robert D.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HOPKINS, Dianne McAfee	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HORNY, Karen L.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HORROCKS, Norman	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HUKILL, Jane F.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HUNTER, Julie V.	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
HUNTLEY, Katherine	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
IMMROTH, Barbara Froling	x x x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
ISAACSON, Jeanne M.	< < <	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	a	n	n	y	y	y	y	y	y	y	y	y	y
IZUMO, Patsy M.	Excused																																										

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	st	nd	rd	NC	6	11	20	HM	32	14.1C	14.1B	14.2	14.3	BL8	BL3	31.1	31.2	31.3	31.4	31.5	31.6	31.7	31.8	31.9a	31.9	For.	BPA	12	13	17s	17a	17aa	17	30	18	19	21a	21	24s	24	26	27s	27	28	33
JACKSON, Clara O.	x	x	x	y	y	y	v	v	y	v	y	y	v	y	y	y	y	y	y	y	y	y	y	v	y	y	n	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y
JENKINS, Cynthia																																														
JOHANSON, Cynthia J.	x	x	x	v	v	v	v	v	n	y	v	v	v	v	v	v	v	v	v	v	v	v	v	v	y	y	n	a	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y
JOHNSON, Duane	x	x	x	v	y	v	v		y	v	v	y	v	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
JONES, Thomas T.	x	x	x	v	v	v	v	v	y	v	v	y	v	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	n	y	y	y	y	y
JOSEY, E.J.	Podium duties																										a	n	y	n	y	y	y	y	y	y	y	y	y						
JUERGENS, Bonnie K.	x	x	x	v	y	n		y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n		n	y		n											
KATZ, Ruth M.	x	x		v	y	y	y																																					
KEENE, Jan	x	x	x	v	v	v	v	v	n	v	v	v	v	v	v	v	v	v	a	y	v	y	v	y	y	y		n	y	n	y	v	y	y	v	y	y	y	y	y	y	y	y	y
LAIRD, W. David	x	x	x	v	v	y	v	y	v	v	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	n	y	v	y	y	y	y	y	y	y	y	y	y	y	y
LANDERS, Lora	x	x	x	v	v	v	v	y	v	v	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
LE BARRON, Suzanne J.	x	x	x	v	y	y	v	y	n	y	v	y	y	y	v	y	y	v	a	y	y	v	y	y	y	y	n	a	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y
LEON, Carmencita	Excused																																												
LYNCH, Beverly P.	x	x	x	a	y	y	v	y	n	v	y	y	y	y	y	y	n	v	v	y	y	y	y	a	y	y	n	n	y	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y
McDERMOTT, Judy C.	x	x	x	y	y	y	v	y	n	y	y	y	y	y	y	y	y	y	a	y	y	y	v	y	y	y	n	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y
McNALLY, Crystal E.	x	x	x	y	v	n	v	y	v	y	y	y	y	y	y	y	y	y	y	y	y	y	v	y	y	y	n	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y
McNAMEE, Gilbert W.	x	x	x	y	y	v	v	y	n	v	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y
McSWEENEY, Josephine	x	x	x	y	v	v	v	y	v	v	y	v	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y
MADDEN, Susan B.	x	x	x	v	v	v	y	v	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y			a	y	y	y	y	y	y	y	y	y	y	y	y
MALINCONICO, S. Michael	x	x	x	y	v	y	v	y	v	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y
MARSHALL, Joan K.	x	x	x	v	v	v	v	v	n	v	y	v	y	y	y	v	y	y	y	y	y	v	y	y	y	y	y	a	y	n	n	v	y		v	y	v	y	y	y	y	y	a	y
MARSHALL, Nancy H.	x	x	x	y	y	v	v	y	n	y	y	v	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	n	y	y	y	y	y
MATARAZZO, James M.	x	x	x	v	v	y	v	y	n	y	y	v	y	y	y	y	y	y	y	y	y	y	y	y	y	y		n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MAUTINO, Patricia H.	x	x	x	v	v	v	v	y	v	v	v	v	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	y
MAY, F. Curtis	x	x	x	v	y	y	n	y																	y	y	n	y	y	n	y	y	n	y	y	y	y	n	y	y	y	y	y	y
MAYESKI, John K.	x	x	x	v	y	v	v	v	n	v	y	v	y	v	y	v	y	v	y	v	y	v	y	y	y	y	n	n	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	y
MEIER, Patricia L.	x	x	x	v	y	v	n	v	y	n	v	y	v	n	y	y	y	y	y	y	y	y	v	y	v	y	n																		
MIKA, Joseph J.	x	x	x	v	v	v	v	v	y	v	v	y	v	y	v	y	v	y	v	y	v	y	v	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MILLS, Fiolina B.																																													
MILLS, Lois P.	x	x	x	v	v	v	v	v	v	v	v	y	v	y	v	y	v	y	v	y	v	y	v	y	y	y	n	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y
MINUDRI, Regina	x	x	x	v	v	y	v	y	v	y	v	v	y	y	y	y	v	y	v	y	v	y	v	y	y	y	n		y	n	v	y	y	y	y	y	y	y	y	y	y	y	y	y
MITCHELL, Bonnie Beth	x	x	x	v	y	y	v	y	v	v	y	v	y	y	y	y	v	y	v	y	v	y	v	y	y	y	n	n	y	n	y	n	y	y	y	y	y	y	y	y	y	y	v	y
MOODY, Marilyn D.	x	x	x	v	y	v	v	y	v	y	v	y	v	y	y	y	v	y	v	y	v	y	v	y	y	y	n	n	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y
MOON, Eric	x	x	x	y	y	v	v	y	v	y	v	y	y	y	y	y	v	y	v	y	a	y	v	y	y	y	n	n	y	n	y	n	y	n	y	y	y	y	y	y	y	y	y	v
MOORE, Virginia R.	x	x	x	v	v	n	v	y	v	y	v	v	y	v	y	v	y	v	y	y	y	y	y	y	y	y	n	n		n	v	y	y	y	y	y	y	y	y	a	y	y	y	n
MORRISSETT, Elizabeth	x	x	x	v	v	n		y	v	v	y	v	y	n	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	v	y	y	y	y	y	y	y	y	y	y	y	y	y
MOSES, Stefan B.	x	x	x	v		y	y	v	y	v	y	v	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	y		n	n	y	y	y	y	y	y	y	y	y	y	y	n	y
MUDD, Isabelle	x	x	x	v	v	v	v	v	v	v	v	v	y	v	y	v	y	v	y	v	y	v	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	a	y	y	v	y	y	y
NAISMITH, Patricia A.	Excused																																												
NELSON, Milo	x	x	x	v	v	v	v	v	a	y	v	y	v	y	y	y	v	y	v	y	v	y	y	y	y	y	n	n	y	n	y	a	v	y	v	y	v	y	y	y	y	y	y	y
NEMEYER, Carol A.	x	x	x	v	y	v	v	v	n	y	v	y	v	y	v	y	v	y	v	a	y	y	y	y	y	v	y	y	n	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y
NILON, Nancy H.	x	x	x	v	v	v	v	v	y	y	v	y	y	y	y	y	v	y	v	y	v	y	v	y	y		y	y	n	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y

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	1st	2nd	3rd	NC	6	11	20	HM	32	14.1C	14.1B	14.2	14.3	BL8	BL3	31.1	31.2	31.3	31.4	31.5	31.6	31.7	31.8	31.9a	31.9	For.	BPA	12	13	17s	17a	17aa	17	30	18	19	21a	21	24s	24	26	27s	27	28	33
PRICE, Louise C.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	n	n	y	y	y	n	y
PRUETT, Barbara J.	x	x	x	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	n	y
PURCELL, Gary R.	x	x	x	y		y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y
PURCELL, Nadine	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	n	a	n	y	y	y	y	y	y	y	y	y	y	y	y
RADER, Hanelore B.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	n	a	y	y	y	y	y	y	a	y	y	y	y
RAMER, James	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	n	n	y	n	y	n	a	y	y	y	y	y	y	a	y	y	y	y
RANDALL, Ann Knight	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	a	y	y	y	y	y	y					
RANEY, Leon	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	n		a		y	y	y	y	a	a	y	Y	Y	Y	Y
RAY, Katherine	x	x	x	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y																
RAZ, Robert E.	x	x	x	y	y	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n		n	n	y	y	y	y	y		y	y	y	y	y	y
RAZER, Bob	x	x	x	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y
RIGGS, Donald E.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
ROGERS, Jo Ann V.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y		y	y	y	y	y	y	y	y	y	y	y	y		
ROOT, Nina J.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y
ROUSE, Roscoe	x	x	x	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
RULE, Judy K.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	y	
SCHAEFFER, Lorraine D.	x	x	x	y	y	y	y		n	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	n	n	y	n	y		y	y	y	y	y	y	y	y	y	y	y	y	
SCHORR, Alan Edward	Excused																																												
SCHWARTZ, Arlene	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
SCILKEN, Marvin H.	x	x	x	y	y	a	a	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	n	a	y	a	y		a	y	y	y	y	y	y	y	y	a	y	y
SCOTT, Alice H.	Excused																																												
SEIBERT, Karen S.	x	x	x	y	y	n	y	y	n	y	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	a	n	y	y	y	y	y	y	y	y	y	y	y
SESSIONS, Judith A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	y
SHANK, Russell	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	n	y
SHELDON, Brooke	Podium duties																																											
SHIELDS, Gerald M.	x	x	e	y	y	y	y																																					
SIMPSON, Betty Jane	x	x	x	/	y	y		y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
SIMPSON, Susan	x	x	x	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y
SMITH, Bob	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	n	y	y	y	y	y	y	n	y	y	y	y	y	y
SMITH, Janice	Excused																																												
SMITH, Nathan H.	x	x	e	y	y	y	y																																					
SMITH, Patricia H.	x	x	x	y	/	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y										
SNIDER, David	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y
STANKE, Nicola K.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y
STOFFLE, Carla J.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y
STROHECKER, Edwin C.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y
SUMMERS, F. William	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
TALBOT, Elizabeth J.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
TERWILLEGAR, Jane C.	x	x	x	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
THOMAS, Lucille C.	x	x	x	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
VARLEJS, Jana	x	x	x	/	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
VEANER, Allen H.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	a	n	
WALTERS, Mary U.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	n	n	y	n	y	y	y	y	y	y	y	n	n	y	y	y	y	y
WEBER, Benita M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y		
WILKINS, Barratt	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y		
WRIGHT, Robert L.	x	x	x	/	/	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y

Conference report cont. from p. 521.

scholars, evangelists ("not fun to be with"), drones, rising stars, and flashes in the pan. On a more serious level, she told of the personal rewards of participation in the association, the greatest of which is "the self-esteem based on the personal respect of our colleagues."

The second part of the program consisted of a panel discussion in which ALA leaders discussed their involvement in the Association and answered audience questions. Richard Dougherty, director of the University of Michigan Libraries, said he was bothered by seeing the same names running for Council every year. "There are a lot of people who are charged up and full of energy, and it's their turn." ALA Past President Thomas Galvin warned that it was very difficult to get elected as a Councilor at Large without having name recognition throughout the Association. He suggested running for one of Council's 52 chapter seats, which are selected by each state or territorial library association.

But ALA President-Elect Beverly Lynch told members seeking their initial ALA involvement, "Don't look at the Council; that isn't any fun." Lynch advised participation in the division representing the member's type of library.

June Breland, past president of JMRT, recommended JMRT as a place new members can gain leadership skills and name recognition, which can then be used to get seats on ALA committees.

A Texas Indian Cultural Heritage Society member dances at a conference powwow celebrating LSCA Title IV. The new title will award library funds to reservations. The Office for Library Outreach Services Subcommittee on Library Service for American Indian People and the American Indian LA sponsored the event.

***First-year sales** at the ALA Store in the exhibits area totaled almost $32,000.*

Poetry: Best of all microchips

ALA *Booklist* magazine.

"I think of poetry . . . as a microchip: A little bit holds a lot of meaning," *Booklist* children's books coeditor Betsy Hearne told some 100 listeners at the magazine's 1984 forum.

Hearne offered a graceful plea for using poetry with children, plus insights into choosing the most effective materials. Her colleague, coeditor Barbara Elleman, shared a small survey she had taken of poetry publishers and their library customers.

Hearne quickly established her topic as equal in importance to any at the Annual Conference: "One line [of poetry] can be worth a lifetime," she said. "To deprive children of poetry is to withhold a kind of friendship."

Referring to a June 15 *Booklist* bibliography of outstanding children's poetry collections, Hearne praised lighthearted works of Spike Milligan, John Ciardi, and Arnold Adoff, among others, reading favorite lines to the delight of the audience. On the topic of age level for comprehending poems, she remarked, "Language is always a matter of growth. If the music and meaning are there, the children will wear the poem until it fits."

Elleman, who surveyed 40 publishers and 75 librarians, received 24 and 34 replies, respectively, suggesting that: ● poetry is alive and well among several trade publishers, who issue one or two works a season; ● anthologies generally sell better than individual poets; ● about 80 percent of the librarians who use poetry with children find the response to be favorable; ● reasons for not using poetry are usually, "too busy," "not comfortable with it," and "can't find the right stuff."

To help out on the last dilemma, coeditors Hearne and Elleman will send a copy of the June 15 bibliography to anyone providing a stamped (20 cents) self-addressed envelope. Write *Booklist*, 50 E. Huron St., Chicago, IL 60611.

Tips for serving toddlers

Association for Library Service to Children Preschool Services and Parental Education Committee, with the Public Library Association Alternative Education Programs Section Parent Education Committee.

There were few wigglers among librarians listening to three hours' worth of tips on library activities for toddlers. Highlighting the program of talks and displays was Jim Trelease, author of *The Read Aloud Handbook* (Penguin) and a vigorous foe of television as a substitute for early childhood reading. Trelease described a woeful state of reading and education in the U.S., but cited as positive trends today's better story-hour materials and involvement of fathers.

Trelease, who would like to see such authority figures as pediatricians more involved in reading advocacy, urged librarians to lobby for better toddler books and create a prestigious award for same.

Among speakers offering practical tips was Rosalie Hoover of Dallas Public Library, who recommended distinct approaches for two and three-year-olds. If good materials are scarce, she said, use the most effective ones often. Along with other speakers, Hoover advised that activities be kept short, process- rather than product-focused, and physically apart from other library activities.

—From a report by Maria Rangel, ALA Student Staff member from the Calif. State Univ./LA library program

(End of Conference report)

the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

microcomputing

Micros in education. *Improving Instruction with Microcomputers: Readings and Resources for Elementary and Secondary Schools* collects 41 articles on using micros in an educational setting. Editor John Tashner has grouped the readings into sections on the computer revolution, communications technology, and education; hardware and peripherals; computer languages; educational software; integrating micros into the curriculum; management applications; and preparing teachers to use micros. The 256-page paperback also includes lists of journals and organizations dealing with micros in education, a glossary, and a resource guide. $24.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (83-42502, 0-89774-095-5).

Microcomputers in Elementary and Secondary Education: A Guide to the Resources, by Janice Resnick Levine, is an annotated listing of associations, clearinghouses, directories, periodicals, indexes, databases, reference books, and other sources of information on the topic. The 64-page booklet, a publication of the ERIC Clearinghouse on Information Resources, is $3.75 from Information Resources Publications, 130 Huntington Hall, Syracuse University, Syracuse, NY 13210.

Microcomputer Applications *in Libraries* is a guide to help library administrators select and manage hardware and software. Authors Richard M. Kesner and Clifton H. Jones provide an overview of microcomputer technology and its implications for librarians, describe the various stages of the planning and implementation process, and examine such microcomputer applications as cataloging, acquisitions, circulation, serials management, and reference services. Additional chapters cover the use of micros in special collections and archives, the interface of microcomputers with micrographics and videodiscs, and computer-assisted instruction. A glossary and bibliography round out the volume. Approx. 288 p., $29.95 from Greenwood Press, 88 Post Rd., West, Westport, CT 06881 (83-22566, 0-313-22939-2).

Computers in the Schools, a new quarterly journal from Haworth Press, is subtitled "the interdisciplinary journal of practice, theory, and applied research." Editor D. LaMont Johnson says the publication is envisioned as "a professional journal that would speak to the issues of educational computing in a friendly literary style," bridging the gap between general magazines and technical journals.

The first issue features articles on humanistic considerations in computer use, psychology and the computer revolution, equality of access to computers in education, computer-assisted instruction, and other topics.

Subscriptions are $36 for institutions and, to our dismay, $40 for libraries, with individuals receiving a special introductory rate of $17 on prepaid orders (regularly $24). U.S. orders add $2 for postage and handling, and Canadian and Mexican orders add $7. Haworth Press, 28 E. 22nd St., New York, NY 10010.

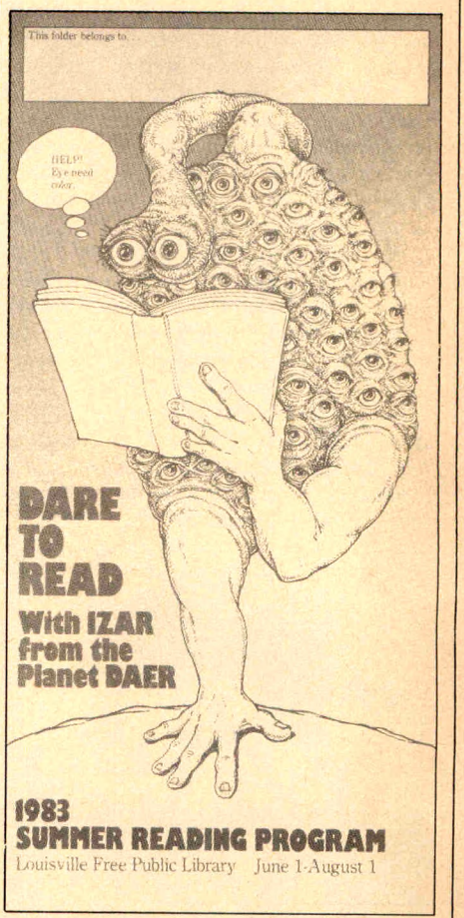
Public Access Microcomputers: *A Handbook for Librarians* is a guide to starting and maintaining a public access microcomputer program. Author Patrick R. Dewey offers advice on obtaining funding, evaluating hardware and software, allocating staff resources, promoting the service, and creating specialized local public access databases. The 150-page manual also recommends software programs for children and adults, provides case studies of libraries with public access microcomputer centers, and includes samples of grant proposals, policy statements, worksheets, and user group application forms. $34.50 cloth (0-86729-086-2), $27.50 paper (0-86729-085-4) from Knowledge Industry Publications, 701 Westchester Ave., White Plains, NY 10604.

Computer Books and Serials in Print lists over 12,000 U.S. and foreign books and pamphlets and over 1,500 magazines, periodicals, and newsletters. For books, full information (including title, author, publishers, publication date and price, and ISBN) is found in subject, author and title indexes. Serials are listed by subject and title, with complete entries appearing in the subject index only. A publishers and distributors directory provides addresses and telephone numbers for all firms included in the listings. 551 p., $49.50 from R.R. Bowker Co., POB 1807, Ann Arbor, MI 48106 (0-8352-1814-7).

publicity

Eyes of Izar win "Louie" award. The Louisville (Ky.) Free Public Library's 1983 Summer Reading Program won a public relations award sponsored by the Advertising Club of Louisville and other local groups. The library was the only nonprofit organization to receive a "Louie"—a sculptured bust of Louis XVI—for materials created without the use of a commercial advertising agency.

The program, "Dare to Read with Izar from the Planet Daer," featured Izar, a multi-eyed creature from outer space, who appeared on a poster, a cutout mask, decals, TV and radio public service announcements, and other materials. Over 18,000 children registered for the program, with over 7,000 reaching the goal of reading at least 10 books.



Izar may be promoting a public library, but he's got more pupils than most school librarians.

LPRC awards announced. The Library Public Relations Council has announced the winners of its 1983 awards for outstanding achievement in library promotion.

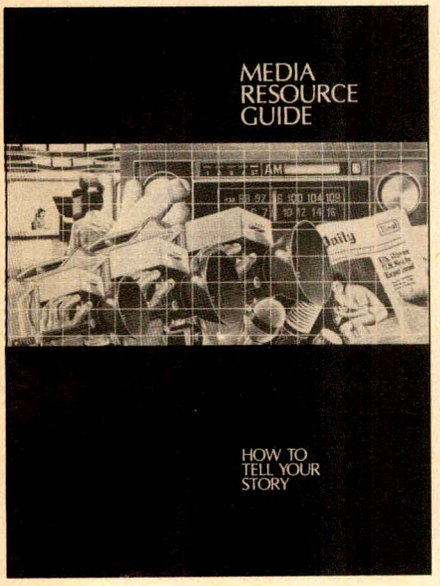
The winners for libraries serving fewer than 50,000 people were: White Plains (N.Y.) Public Library, best annual report; Oakland Park (Fla.) Library, best booklist; Ames (Ia.) Public Library, best calendar of events; Waterford Township Public Library, Atco, N.J., best newsletter; and Manhasset (N.Y.) Public Library, best program announcement.

Among libraries serving over 50,000, the winners were: Metropolitan Library System, Oklahoma City, Okla., best annual report; Brown County Library, Green Bay, Wisc., best booklist; Corn Belt Library System, Normal,

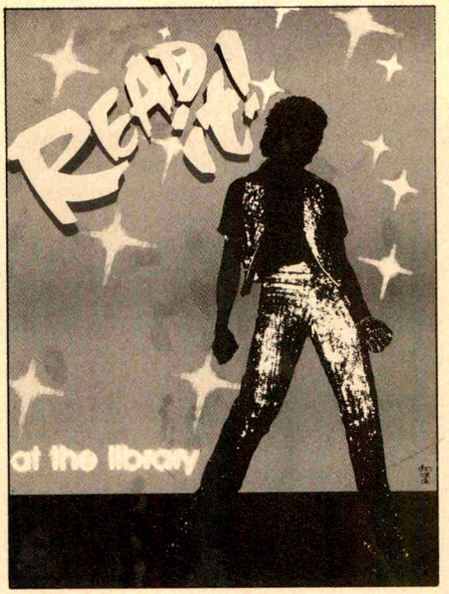
Ill., best calendar of events; and Lincoln Library, Springfield, Ill., best program announcement. The awards were presented on June 24 during ALA Conference.

Marketing for Libraries *and Information Agencies: A Reader* applies the marketing concepts traditionally used by business to the nonprofit field of libraries, emphasizing client needs rather than the selling of an existing product. Eleven essays, edited by Darlene E. Weingand, deal with marketing theory, the development of replicable marketing models, and the application of marketing principles to practical situations. Specific areas addressed include library advertising, marketing in public and academic libraries, and the use of microcomputers for marketing. 130 p., $24.50 from Ablex Publishing Corporation, 255 Chestnut St., Norwood, NJ 07648 (83-25793, 0-89391-155-0).

Using the media. *The Media Resource Guide: How to Tell Your Story* tells organizations how they can use the news media to their advantage. The 32-page paperback offers suggestions on writing news releases, preparing public service announcements, holding press conferences, establishing one's self as a source of information, being an effective interview subject, placing "op-ed" articles in newspapers, and making broadcast editorials. $5 plus $2 shipping from the American Council for the Arts, 570 7th Ave., New York, NY 10018.



The Unabashed Self-Promoter's Guide is aimed at individuals and organizations who want to sell a product, service, or message to the public. Author Jeffrey Lant provides breezily written advice on such areas as producing a media kit, making media contacts, giving print and broadcast interviews, generating articles, and using publicists. And, to set the volume apart from other publicity handbooks, it contains tips on such matters as crafting a "quintessential American success image" (e.g. "The Underdog" or "The All-American Mother"). 366 p., paper, $30 plus $1.50 shipping from JLA Publications, 50 Follen St., Suite 507, Cambridge, MA 02138 (0-940374-06-4).



If you can't Beat It . . . A limited number of copies of this color, 17½-by-23-inch poster are available for $5 each from the West Virginia Library Commission, Cultural Center, Charleston, WV 25305.

Free library P.R. manual. Data Phase Corporation is offering library directors free copies of its new public relations manual. *A Guide to Public Relations for Your Library* describes ways libraries can apply public relations tools and techniques to their activities. Among the devices covered are press kits, news releases, feature stories, press conferences, direct mail, and public service announcements. To obtain the 28-page manual write Data Phase Corporation, 9000 W. 67th St., Shawnee Mission, KS 66202 or phone 913-262-5100.

management

Issues in Library Management: *A Reader for the Professional Librarian* is aimed at library managers, educators, and library school students. Among the nine essays, taken from previously published volumes in Knowledge Industry's Professional Librarian series, are "Planning Decision Tasks and Information Needs," "A Database Approach to Decision Support," "The Ideal Acquisitions System," "Developing Preservation Programs in Libraries," and "Basic Publicity Techniques for Public Libraries." 184 p., $34.50 cloth (0-86729-095-1), $27.50 paper (0-86729-094-3) from Knowledge Industry Publications, 701 Westchester Ave., White Plains, NY 10604.

The ups and downs of management. *Managing Up, Managing Down* tells middle managers how to handle both their bosses and their staffs. Authors Mary Ann Allison and Eric Allison provide practical advice on such matters as winning management backing for your ideas, saying "no" to your boss, motivating staff to peak performance, choosing a leadership style, hiring and firing, and delegating authority. The 222-page paperback is $7.95 from Simon & Schuster, 1230 Avenue of the Americas, New York, NY 10020 (83-27214, 0-346-12639-8).

A handbook helping hand. *The Handbook Handbook* is a detailed, illustrated guide to every aspect of producing employee manuals, training materials, and other policy and procedure manuals. The 305-page volume describes types of handbooks, the selection of handbook staff, formatting techniques, the use of graphics and case examples, the design of forms, tables of contents and indexes, reproduction, distribution, revision and maintenance, and other points. Author A.B. Travis even provides a complete 40-page sample handbook for quick reference. $37.95 from R.R. Bowker, POB 1807, Ann Arbor, MI 48106 (83-21473, 0-8352-1869-4).

Do We Really Need Libraries? publishes the proceedings of last year's first Library Association/Cranfield Institute of Technology Conference on Performance Assessment. The theme running through the eight papers and five shorter presentations is that unless library managers are able to clearly demonstrate user benefits, funding decisions will be subject to attack. The 148-page paperback is £9.95 from Cranfield Press (Management Library), Cranfield Institute of Technology, Cranfield, Bedford MK43 0AL, England. Make checks payable to CIT (0-902937-91-X).

Automation guide. *The Library Manager's Guide to Automation* is a handbook for the planning, selection, and implementation of automated library systems for acquisitions, cataloging, circulation, serials, and other applications. Author Richard W. Boss has updated his 1979 first edition to reflect recent developments in hardware, software, and data communications, and to encompass emerging technologies such as the microcomputer, videodisc, and videotext. Appendixes list sources for products and services and define terms that are frequently used in vendors' literature. 169 p., $36.50 cloth (0-86729-052-8), $27.50 paper (0-86729-051-X) from Knowledge Industry Publications, 701 Westchester Ave., White Plains, NY 10604 (83-19886).

Occasional papers reissued. The Association of Research Libraries Office of Management Studies has reissued three early publications from its Occasional Papers series.

"Planning Aids" (Occasional Paper no. 1, originally published in 1971) gives library directors a planning approach for dealing with managerial problems. "Goals and Objectives" (no. 3, 1974) offers principles and guidelines for libraries to use in developing general mission statements as well as more specific goals. "Online Bibliographic Search Services"

(no. 4, 1976) covers staffing, training, organization, costs, impact on public services, and other areas.

Each paper is $8 prepaid from the Office of Management Studies, Association of Research Libraries, 1527 New Hampshire Ave., N.W., Washington, DC 20036.

The Management of Sci-Tech Libraries, edited by Ellis Mount, contains 12 essays describing the administration of scientific and technical libraries in academic, public, federal, and corporate library settings. Originally published as vol. 4, nos. 3 and 4 of *Science and Technology Libraries,* the collection covers such areas as staffing, budgeting, and personnel problems. Approx. 185 p., $24.95 cloth (0-86656-280-X), $9.95 paper (0-86656-284-2) from Haworth Press, 28 E. 22nd St., New York, NY 10010 (84-6615).

librarian's library

Librarians' lives. A contemporary librarian and a major 19th-century bibliographer are the subjects of two new titles from Scarecrow Press.

Confessions of a Lapsed Librarian contains memoirs by R.C. Benge dealing with his life as a librarian and library educator in Britain, the West Indies, and Africa. Professional issues are the focus of only two chapters, on information science and libraries in Africa; the remainder of the work covers such diverse topics as the author's service in the infantry in World War II; his teaching career in Britain, Trinidad, Ghana, and Africa; and his observations on race, sex, class, and ideology in the Third World. 223 p., $29.50 (83-20312, 0-8108-1672-5).

Often called the founder of modern bibliography, Henry Bradshaw is examined by author Roy Stokes in volume six of Scarecrow's Great Bibliographers Series. *Henry Bradshaw, 1831–1886* details the life and works of Bradshaw and offers a checklist of his writings. The major portion of the 272-page volume is devoted to examples from Bradshaw's works, demonstrating his methodology and his approach to manuscripts and early printed books. $22.50 (83-20445, 0-8108-1679-2). Scarecrow Press, POB 656, Metuchen, NJ 08840.

Writers-in-residence. *Writers in the Public Library* recounts Sheila Nickerson's experiences as writer-in-residence for the Alaska State Library. The former Alaska Poet Laureate and Library of Congress Poet-in-Residence describes a year spent traveling the state by ferry and plane, working in libraries in settings ranging from large cities to small fishing villages. The second part of the book examines residency programs sponsored by other public libraries and by writing and arts organizations, and gives guidelines and resources for setting up residency programs and promoting writing. 276 p.,$24.50 from Shoe String Press, POB 4327, Hamden, CT 06514 (83-14859, 0-208-01872-7).

New Options for Librarians, edited by Betty-Carol Sellen and Dimity S. Berkner, offers tips on turning library skills into jobs in related fields. The 300-page paperback opens with a survey of people working outside traditional library settings, followed by background information for those considering a career change or job search and chapters describing such fields as contract library services, information brokering, networks, publishing, information management, book and serial vending, abstracting and indexing, and professional associations. $19.95 from Neal-Schuman Publishers, 23 Cornelia St., New York, NY 10014 (83-22143, 0-918212-73-1).

Collection development collection. Collection development statements from 10 academic and 14 public libraries are reprinted in the new second edition of *Library Acquisition Policies and Procedures*. Compiler Elizabeth Futas also provides selections from over 60 other policies, arranged by such categories as community analysis, clientele, networking, gifts, confidentiality, and evaluation.

In surveying collection development policies, Futas found a greater emphasis on formula budgeting, collection maintenance, and other quantitative areas in the six years since the book's first edition. Less emphasis is now being placed on theoretical areas such as abstract goals and objectives, selection principles, and intellectual freedom. 579 p., $38.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (82-42925, 0-89774-024-6).

MICROCOMPUTER SOFTWARE

for the
IBM PC & XT or Zenith Z100

ONLINE ACQUISITIONS

with "Bib-Base/Acq"

more information: free
demo diskette and manual: $45
user's manual only: $30
full program: $895

CATALOG CARD PRODUCTION

with "ULTRACARD"

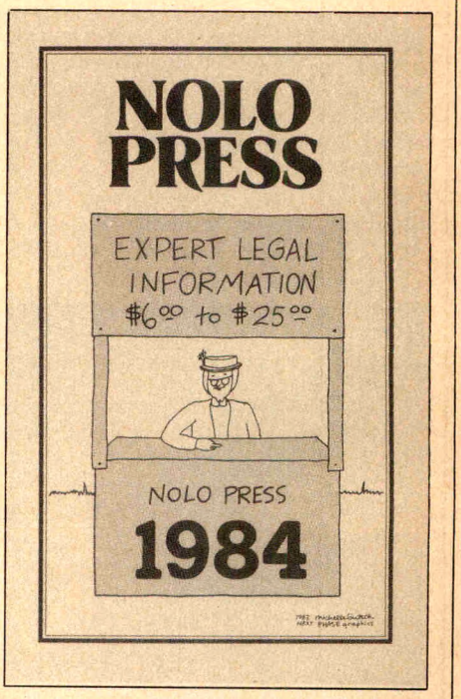
more information: free
demo diskette and manual: $30
user's manual only: $20
full program: $495

Small Library Computing
837 Twining Road
Dresher, PA 19025
(215) 884-1722

resources

Law for the layperson. The publishers of *The Legal Research Manual,* by Christopher G. Wren and Jill Robinson Wren, originally thought the legal procedures guidebook would appeal only to law students and confined their publicity to the legal community; however, word-of-mouth has prompted orders from lobbying and public interest groups, social workers, paralegals, and other lay readers.

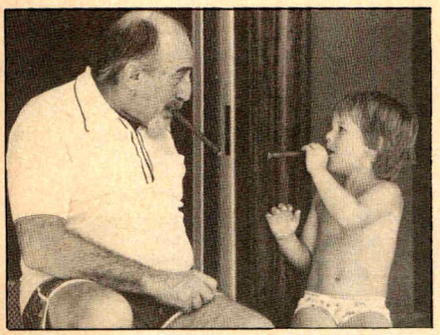
The manual uses simple, direct language, flowcharts, and checklists to cover the steps in legal research and analysis, including gathering and evaluating facts, identifying and organizing the legal issues, and finding and analyzing applicable laws. 197 p., paper, $8.95 plus $1.90 shipping from A-R Editions, 315 W. Gorham St., Madison, WI 53703 (0-89579-185-4).



Nolo Press publishes a line of self-help law books aimed at the layperson. Titles from its recent catalog include *The Living Together Kit, Sourcebook for Older Americans: Income Rights and Benefits, Bankruptcy: Do It Yourself,* and *Legal Care for Your Software*. For a free copy of the illustrated, 25-page catalog write Nolo Press, POB 544, Occidental, CA 95465.

Provocative posters. Social Graphics publishes color posters that vividly depict controversial issues. The firm offers an arms race poster graphically conveying the destructive power of nuclear weapons, the cost of maintaining arsenals, and other arguments of the disarmament movement; and a social stratification poster disputing the view that most Ameri-

cans are "middle class" by showing the great variations of income and occupations. The arms race poster is $5 and the stratification poster $6; accompanying booklets for each poster are $2.50; both posters and booklets are $14.50. Add $1.50 shipping to all orders and a $1 billing charge if not prepaid. Social Graphics, 1120 Riverside Ave., Baltimore, MD 21230.



Fatherhood U.S.A. is a nationwide guide to a wide variety of resources for and about fathers. The 322-page paperback lists programs for expectant and new fathers, courses on fathering and male roles, support and discussion groups, fathers' rights organizations, resources on alternative work schedules and parental leave, books and other publications, and many more items. $14.95 from Garland Publishing Co., 136 Madison Ave., New York, NY 10016 (84-7986, 0-8240-9012-8).

For those who dote on quotes, a pair of new titles collect notable quotations from two Great American Institutions—sports and business.

Sports Quotations, edited by Andrew J. Maikovich, contains 1,782 quotations arranged by type of sport, from auto racing to yachting. In addition to quotes from famous athletes and sports figures ("It ain't over till it's over" —Yogi Berra; "I'm gonna have to be killed before I lose and I ain't going to die easy" —Muhammad Ali; "Close don't count in baseball. Close only counts in horseshoes and grenades"—Frank Robinson), the 168-page volume includes selections from such nonfans as H.L. Mencken ("I hate all sports as rabidly as a person who likes sports hates common sense."). Author and subject indexes. $15.95 from McFarland and Co., POB 611, Jefferson, NC 28640 (83-20005, 0-89950-100-1).

Guaranteed to confirm your worst suspicions about capitalism, *The Official MBA Handbook of Great Business Quotations,* by Jim Fisk and Robert Barron, is a slim, humorous volume offering words of wisdom from such business leaders as J.P. Morgan, Jr. ("If you have to ask how much it costs, you can't afford it."), Joseph P. Kennedy ("Don't get mad, get even."), and J.P. Getty ("The meek may inherit the earth, but not its mineral rights."). Opposing viewpoints are provided by figures ranging from Abbie Hoffman ("Work is the only dirty four-letter word in the language.") to Ernest Hemingway ("The rich are dull and they drink too much."). 128 p., paper, $5.95 from Simon & Schuster, 1230 Avenue of the Americas, New York, NY 10020 (0-671-50318-9).

systems

Online catalog for small libraries. UTLAS (University of Toronto Library Automation Systems) has introduced a microcomputer-based online public access catalog designed especially for small libraries. InfoQUEST operates on an IBM PC or PC-compatible machine and handles up to 25,000 records using hard disk storage. Users of InfoQUEST can download records directly from the UTLAS Catalogue Support System (CATSS) without additional data input or updating. System users also have access to the online authority structure of CATSS, which features extensive cross references to aid name and subject searching.

UTLAS recently opened a U.S. office: UTLAS Corp., 701 Westchester Ave., Suite 308W, White Plains, NY 10604.

Cuyahoga completes conversion. The four regional libraries and 23 branches of the Cuyahoga County (Ohio) Public Library are online with the ULISYS circulation system offered by Universal Library Systems. Between October 1982 and June 1984 the Cuyahoga system entered records for more than 1.6 million items (350,000 titles) into the database and also barcoded the items. Cuyahoga County PL has an average daily circulation of 16,500. Eighty-eight ULISYS terminals are connected to a Digital VAX 11/780 computer that supports full MARC records and an OCLC interface for adding new records to the database.

Standard for system commands. A standard specifying vocabulary, syntax, and semantics of a command language for interactive information retrieval systems is being considered by Subcommittee G of the national Information Standards Organization (Z39). Such a command language would allow searchers to use different online systems without learning a separate command language for each. The proposed standard will apply to all types of systems and databases that use commands, including numeric, chemical, and bibliographic databases, and online catalogs. However, the standard will not prescribe the commands a system must use; system designers will choose the types and number of commands appropriate to their systems. Charles Hildreth of OCLC is chairing Subcommittee G.

MELVYL reaches million mark. The Division of Library Automation (DLA) for the nine-campus University of California system recently celebrated the addition of the one-millionth record to MELVYL, the online catalog that contains monographic holdings of libraries on the nine campuses. The millionth record was *Studies in Elizabethan Drama,* by Percy Simpson, a book held by the UC/Irvine library. All available machine-readable records

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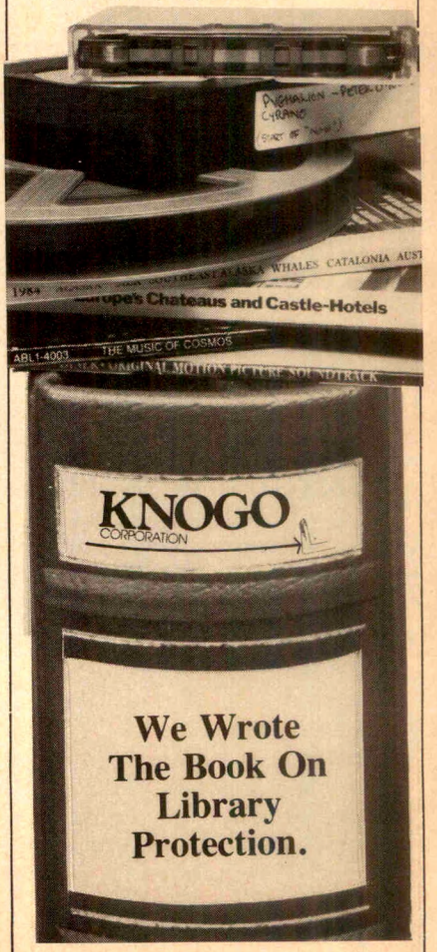

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from the UC campuses will be entered into MELVYL by fall, bringing the total number of records in the database to more than 2 million. The MELVYL database is stored and maintained at the DLA computer center on the Berkeley campus. The other eight campuses access the system through a telecommunications network and send tapes of records to DLA for updating, processing, and entry to MELVYL. DLA plans to expand the telecommunications network into a system capable of supporting 1,600 terminals through use of communications satellites.

OCLC "Enhances" quality control. Twenty OCLC member libraries are editing and replacing substandard OCLC records in three formats through OCLC's new "Enhance" capability. Enhance was designed to improve the usefulness of records and the overall quality of cataloging in the OCLC database, as well as to reduce the number of change requests submitted by OCLC members and staff.

Enhance participants can modify and replace any record in the database with the exception of LC MARC II records. OCLC expects the Enhance libraries to modify over 50,000 records per year.

Among the 20 libraries selected for the Enhance program from 66 applicants are Indiana University, which can enhance records in the books, scores, and sound recordings formats; Oberlin College, scores and sound recordings; and the Universities of Illinois/Chicago, Pittsburgh, and Florida, University Microfilms International, and Vanderbilt University, books format only. Other participants include federal libraries, private and state universities, and special libraries.

Two firms create Data Share network. A network to carry library information to homes, businesses, and educational institutions will be developed in a joint venture by Data Phase Corp. and Uninet, Inc., it was announced at the ALA Annual Conference in Dallas. The developers plan to set up the system architecture by February, enabling the Uninet international public data network to carry information between all types of participating libraries and community users.

special services

A Guide for the Disabled Traveler is aimed at individuals with mobility problems, including people who are blind or deaf. Author and wheelchair traveler Frances Barish provides specifics about entrances, ramps, elevators, and door widths in hotels, restaurants, attractions, airports, and train and bus stations in 15 major cities in the U.S., Canada, and Europe. The 362-page paperback, part of the Frommer Travel Series, also includes tips on trip preparation, information on obtaining cars with hand controls or vans with wheelchair lifts upon arrival, and phone numbers of organizations that can help in an emergency. $10.95 from Simon & Schuster, 1230 Avenue of the Americas, New York, NY 10020 (0-671-47359-X).

The next best thing to being there. The DeKalb Library System in Decatur, Ga., offers residents of the five-county metropolitan Atlanta area a 24-hour "Dial Book" service. The service allows the elderly, disabled, and others unable to attend book talks held at libraries to hear capsule book reviews by dialing 296-BOOK. Among those contributing reviews during one month last year were DeKalb County's U.S. Representative, the director of the Public Libraries Division of the Georgia Department of Education, and the director of the library system.

The Viewscan Text System opens up learning and employment opportunities for the visually impaired by enabling them to read printed text, type and print out correspondence or notes, store text on microcassette tapes, and access databases. The portable, battery-operated system, consisting of a keyboard unit, display screen, and miniature scanning camera, fits into a standard briefcase. Sensory Aids Corporation, Suite 110, White Plains Office Centre, 205 W. Grand Ave., Bensenville, IL 60106.

Programs for the elderly. Ways to design library programs that encourage the active participation of older people are suggested in *Developing Arts and Humanities Programming with the Elderly*. Author Ronald J. Manheimer presents basic facts and figures on the elderly, describes six model programs, covers essential elements such as budgeting and program delivery, and lists print and organizational resources. The 13-page brochure, the second in the Adult Services in Action series sponsored by ALA's Reference and Adult Services Division, is $2.95 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (83-25864, 0-8389-5656-4).

Bilingual subject headings. *Bilindex*, a Spanish-English subject headings thesaurus, provides standardized Spanish equivalents to over 13,000 current Library of Congress subject headings. The result of a seven-year project of the California Spanish Language Data Base and other groups, *Bilindex* expands and updates the Organization of American States' *Lista de Encabezamientos de Materia* and Gloria Escamilla's *Universidad Nacional Autónoma de México List*. The volume includes an explanatory preface, cross references, scope notes, standard subdivisions, an English-to-Spanish index, regional variants, and technical terms.

$65 plus $2 shipping from the California Spanish Language Date Base, POB 4273, Berkeley, CA 94704 (83-25285, 0-915745-00-3).

Children's Braille Book Club. The National Braille Press, Inc., has received a donation from the Houghton Mifflin Company to start the Children's Braille Book Club, giving parents the opportunity to purchase braille titles at the same prices as the standard print versions. The braille editions contain the original printed text and illustrations with plastic braille overlays, allowing parent and child to read together.

Members will receive monthly notices in print and braille describing the featured selections, aimed at children from preschool through third grade and costing between $6.95 and $7.95. For more information write the Children's Braille Book Club, c/o the National Braille Press, Inc., 33 St. Stephen St., Boston, MA 02115.

Financial aid for minorities. Over 850 programs aimed at members of minority groups are identified in *The Directory of Financial Aids for Minorities, 1984–1985*, by Gail Ann Schlachter. The handbook describes scholarships, fellowships, loans, grants, awards, and internships for Asian-Americans, blacks, Hispanics, and Native Americans. Most of the programs offer financial assistance for education, but awards for research, travel, career development, and other activities are also included. The 305-page guide also lists state sources for information on educational benefits, an annotated bibliography of other print resources, and indexes by program title, sponsoring organization, geographic location, subject, and application deadline. $35 from ABC-Clio Information Services, POB 4397, Santa Barbara, CA 93103 (83-21226, 0-87436-371-3).

bibliography

The Protection of the Library *and Archive: An International Bibliography* lists articles, books, reports, conference proceedings, and other items on guarding materials from loss or damage. The 1,082 entries are grouped chronologically within such categories as earthquakes, fire, flood and water damage, security systems, mutilation, theft and loss, and warfare. The 183-page volume, edited by Martin H. Sable, was also published as vol. 5, nos. 2 and 3 of *Library and Archival Security*. $19.95 from Haworth Press, 28 E. 22nd St., New York, NY 10010 (83-17169, 0-86656-246-X).

Black women's psychology. *The Psychology and Mental Health of Afro-American Women: A Selected Bibliography*, by Glenell S. Young and Janet Sims-Wood, includes citations on achievement, behavior, depression, stress, sex roles, and other aspects of black women's psychological development. The entries are grouped by format—books, articles in books, journal articles, and theses and dissertations—with an extensive subject index. 112 p., paper, $6.95 from Afro Resources, Inc., POB 192, Temple Hills, MD 20748 (83-51604, 0-915549-00-X).

U.S. Government Directories, *1970–1981: A Selected, Annotated Bibliography* describes 575 depository titles available from the Government Printing Office, organized by broad subject category and arranged by SuDocs number within each section. Viewing directories in a broad sense to encompass lists of places (such as national parks and historic landmarks) and laws and regulations, compiler Constance Staten Gray also includes guides to associations and organizations, government agencies, businesses and industries, and individuals. The 272-page volume also contains subject and title indexes and appendixes with information on regional federal depository libraries, the *Publications Reference File*, U.S. government bookstores, and issuing agencies. $35 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (83-26801, 0-87287-414-1).

Sources on the Revolution. *Revolutionary America, 1763–1789: A Bibliography* is the latest in a series of publications from the Library of Congress celebrating the nation's Bicentennial. Compiled over a 10-year period, the massive work contains 14,810 entries—many of them annotated—listing 20,000 titles in the library's collections. Organized in 12 topical and chronological chapters, the guide covers research aids, general studies of the period, and works on specific periods and subjects. The final chapter lists works by and about 2,138 participants in the Revolution.

The guide also includes an index to persons and places containing nearly 100,000 entries and a lengthy essay by compiler Ronald M. Gephart on the preservation and publication of documentary sources on the Revolution. 2 vol., 1,672 p., $38 from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 (stock no. 030-000-00125-7).

Nukes from both sides. *The Nuclear Power Debate* is a bibliography of non-technical, general-interest books published on nuclear power during the past 10 years. Compiler Jerry W. Mansfield has arranged the 129 entries into three sections encompassing pro-nuclear, anti-nuclear, and neutral treatments of the subject. Each title is given full bibliographic data and a lengthy annotation. Subject, title, and author indexes are included. 93 p., $18 from Garland Publishing, Inc., 136 Madison Ave., New York, NY 10016 (83-48255, 0-8240-9102-7).

A novel bibliography. Full listings of the novels written by major and many minor English-language authors are supplied in *The Twentieth-Century Novel in English: A Checklist*. Compiler E.C. Bufkin has revised his 1967 first edition to include additional titles by writers who have published most or all of their work since 1900. 182 p., $20 from University of Georgia Press, Athens, GA 30602 (83-6598, 0-8203-0685-1).

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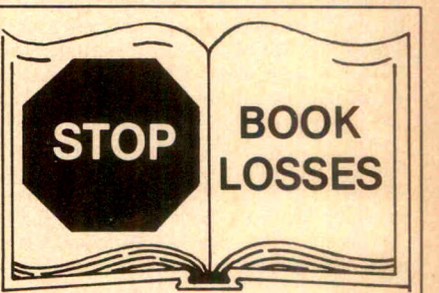

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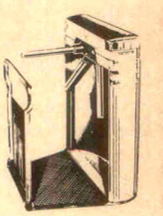

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Sept. 1 ALA member **Gisela M. Webb** will become assistant director of libraries for personnel services at Texas Tech University Library, Lubbock. . . . July 16 ALA member **Blane Dessy** became deputy state librarian for library services at the State Library of Ohio, Columbus. . . . May 21 **Arlene Schwartz** became special assistant to the county librarian of the Los Angeles County (Calif.) Public Library. She last served as Manager of ILLINET's (Illinois Library and Information Network) Bibliographic Data Base Services, headquartered in the Illinois State Library, Springfield. . . . **Andrew J. Golub** is now university librarian at the University of New England, Biddleford, Maine. . . . The new director of the Dallas (Tex.) Public Library is **Patrick M. O'Brien**, former executive director of the Cuyahoga County Public Library, Cleveland, Ohio. O'Brien is also the new president-elect of ALA's Public Library Association. . . . In July ALA Councilor-at-Large **Alan E. Schorr** became university librarian at California State University/Fullerton. . . . **Ruth J. Person** has been appointed associate dean of the School of Library and Information Science at the Catholic University of America, Washington, D.C. Person and **George C. Newman**, library director at the State University College of New York at Buffalo, recently received a grant from the Council on Library Resources to study the selection process of university librarians. Both are ALA members. . . . June 1 ALA member **Deborah Brown** became collection management coordinator at California State Polytechnic University, Pomona. . . . In July **Richard T. Sweeney** became dean of library and information services at the Polytechnic Institute of New York in Brooklyn. An ALA member, Sweeney was formerly executive director of the Public Library of Columbus and Franklin County (Ohio). . . . Among librarians recently receiving special recognition for their achievements are: **Effie Lee Morris**, **Germaine Krettek**, **Victor Neuburg**, **William Miles**, **William J. Welsh**, and **Clara Jones**. Morris, whose distinguished career includes pioneering children's library services to the blind and physically handicapped and cofounding the Black Caucus of ALA, is 1984 recipient of the Women's National Book Association Award. Krettek, former associate executive director of ALA's Washington (D.C.) office, was honored by her hometown of Council Bluffs, Ia., with the Heritage award. Neuburg and ALA member Miles won fellowships from the American Antiquarian Society to pursue special projects in American history and culture: Neuburg, senior lecturer at the Polytechnic of North London (England) library school, for work on "Ballads and Chapbooks in Early America"; and Miles, professor/bibliographer at Central Michigan University's Clarke Historical Library, Mount Pleasant, for "History and Bibliography of American Presidential Election Campaign Newspapers." Both Welsh and Jones received honorary doctorates from their alma maters: Welsh, who is Deputy Librarian of Congress, was awarded a doctor of laws from the University of Notre Dame, Ind.; and Jones, former head of the Detroit (Mich.) Public Library and 1976/77 ALA president, received a doctor of humane letters from Spelman College, Atlanta, Ga., in a ceremony that also honored Coretta Scott King and Cicely Tyson. . . . ALA member **James Rice** has been appointed associate professor in the School of Library and Information Science at the University of Iowa, Iowa City. . . . Among the new library association presidents-elect are: ALA member **Lelia Saunders** (District of Columbia), **Betsy Wilkens** (Conn.), **Mary Jennings** (Alaska), **Toni Peterson** (Art Libraries Society of North America), and **Adele Lerner** (Council of National Library and Information Associations). . . . ALA member **Helen Howard** is now director of the McGill University library school in Montreal, P.Q. . . . Westchester (N.Y.) Library System director **Maurice J. Freedman** recently completed a tour of Turkey, Italy, and Czechoslovakia, where he consulted with library professionals as part of the United States Information Agency's American Participants program. The USIA chose him for his expertise in library automation and background in public library service. An ALA Councilor-at-Large, Freedman received the LITA/Gaylord Award for Achievement in Library and Information Technology from ALA's Library and Information Technology Association in 1981. . . . Ohio State University, Columbus, recently appointed two ALA members to its library staff: **Jay Ladd** as assistant director of libraries for Department and Undergraduate Libraries, and **William J. Crowe** as assistant director of libraries for technical services. . . . **Margaret D. Bauer** is now executive director of the Pennsylvania Library Association, succeeding **Diane Ward**, who resigned in January. Both are ALA members. . . . June 22 ALA member **Edward J. Jennerich** resigned as dean of the School of Library Science and Instructional Technology at Southern Connecticut State University, New Haven. . . . ALA member **Patrick R. Dewey** is now administrative librarian of the Maywood (Ill.) Public Library. He last served as librarian of the North-Pulaski branch of the Chicago Public Library, where he founded a microcomputer center complete with an electronic bulletin board accessible during the library's off-hours. . . . **Richard Dick**, former executive vice president and cofounder of Avatar Systems, Inc., is now director of local systems and microcomputer applications at OCLC. From 1978 to 1981, Dick served at the Lister Hill National Center for Biomedical Communications at the National Library of Medicine, Bethesda, Md., where he was project leader for design and development of the Integrated Library System (ILS). . . . ALA member **Shirley Hallblade** is now associate director of the Vanderbilt University Library, Nashville, Tenn. . . . In June ALA member **William DeJohn** became director of MINITEX (Minnesota Interlibrary Telecommunications Exchange), located in Wilson Library at the University of Minnesota, Minneapolis. . . . At the Library of Congress **Robert Fitzgerald** recently became LC Consultant in Poetry and **Harriet L. Oler** was appointed chief of the Copyright Examining Division. . . . ALA member **Deane W. Hill** retired on June 1 as director of the Instructional Materials Center of the School of Education, University of Wisconsin/Madison. . . . **Earl J. Kunz** recently became assistant deputy director in charge of technical services at Buffalo & Erie County (N.Y.) Public Library. He succeeded **Wallace D. Mohn**, who became a deputy director. . . . **Edward G. Holley**, 1974/75 ALA president, has announced his plans to retire as dean of the School of Library Science at the University of North Carolina at Chapel Hill, effective June 30, 1985. He will remain at the library school as professor of library science. . . . ALA member **David Price**, former director of library, television, and convention services for the city of Aurora, Colo., is now deputy city manager for administrative and information services for Aurora. Price's new duties include overseeing library services along with the functions of several other city departments. . . . **Barbara Doyle** has been appointed resource development consultant at the Colorado State Library, Denver. . . . ALA member **Michael Steinfeld** is now town librarian and director of the Brookline (Mass.) Public Library. . . . July 1 **Jean M. Tague** became dean of the University of Western Ontario's library school in London.

Deaths

Theresa A. Carroll, former town librarian of the Brookline (Mass.) Public Library, died May 7. . . . **Valmai Kirkham Fenster**, assistant professor of library science at the University of Wisconsin/Madison Library School and author of the 1983 work, *Guide to American Literature*, died May 13. UW-Madison has established a scholarship fund in her memory. . . . **Estellene P. Walker**, 71, who spearheaded the expansion of public library services to all of South Carolina, died May 15. Among her achievements as executive secretary of the South Carolina State Library Board and later as state librarian were the establishment of countywide public library service throughout the state, the extension of library service to the blind and physically handicapped and to state institutions, and the development of a statewide interlibrary loan network. She also served as president of both the Association of State Libraries and the South Carolina Library Association. . . . **Joseph W. Rogers**, former chief of the Copyright Cataloging Division at the Library of Congress, died May 15. He was a past ALA Councilor-at-Large and president of the District of Columbia Library Association. □

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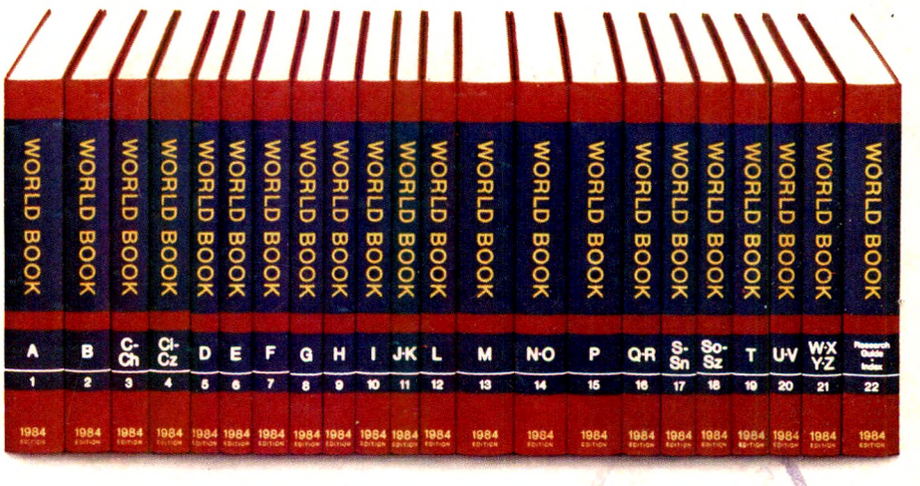

*The review appears in the 2/1/84 issue.

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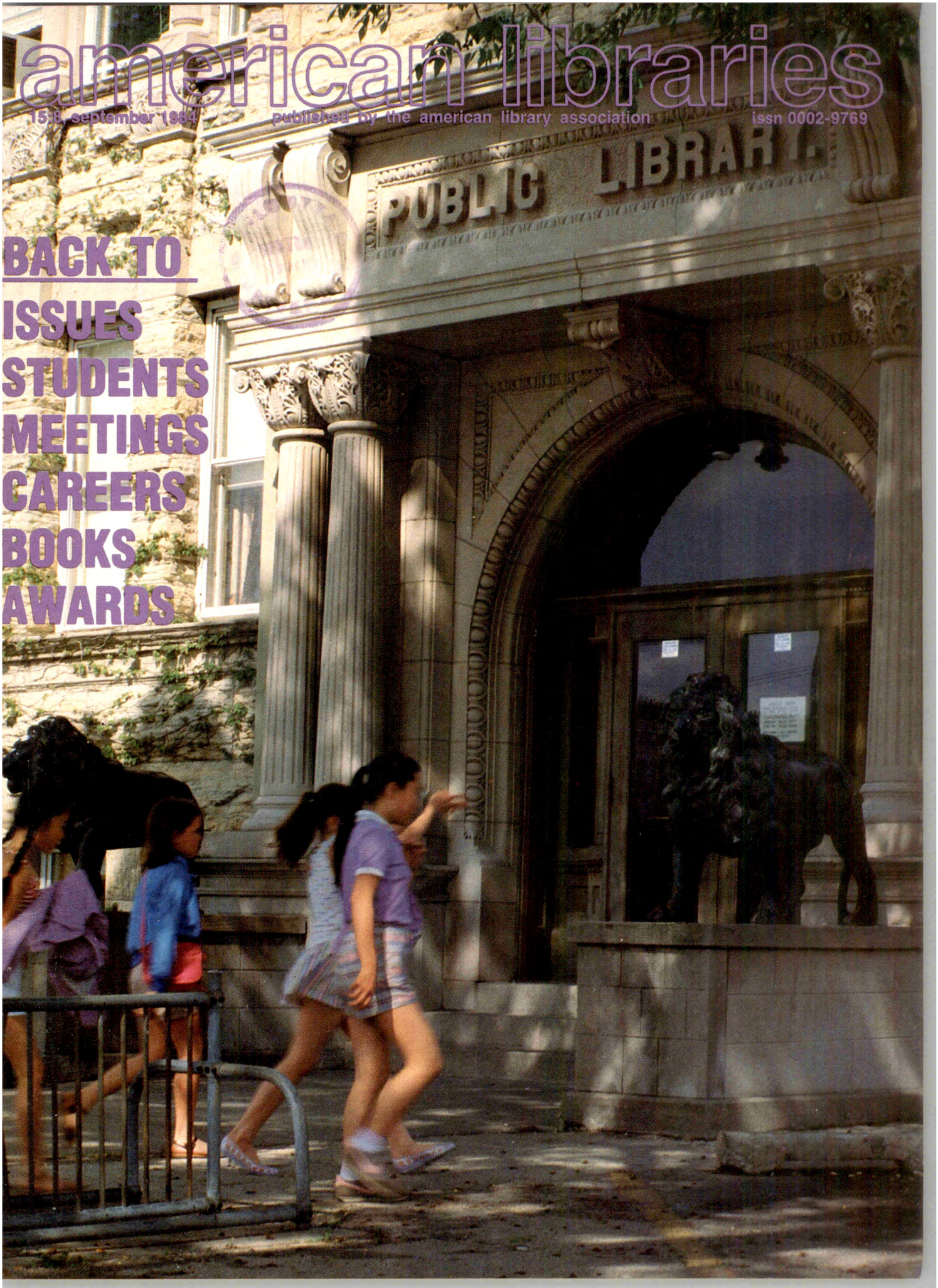

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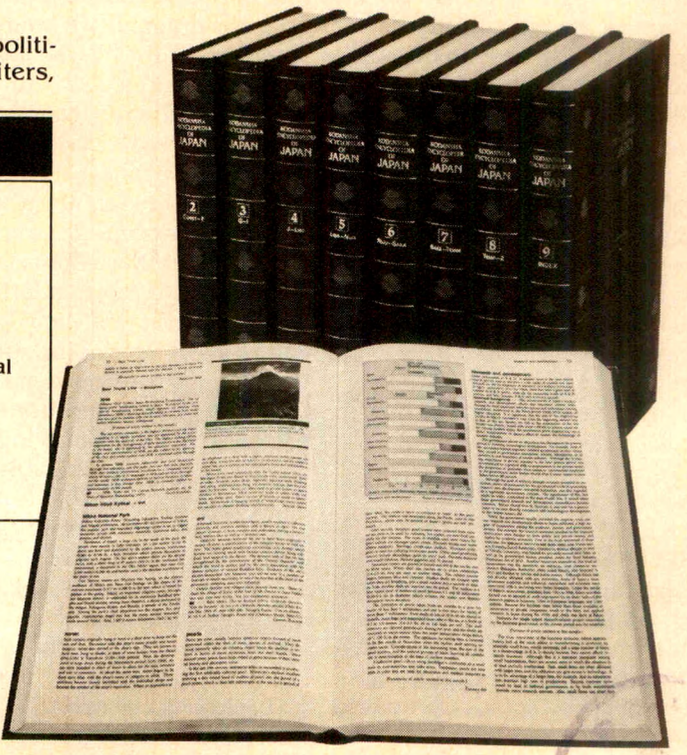

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Robert H. Patterson and Donald R. Smith, University of Tulsa

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american libraries

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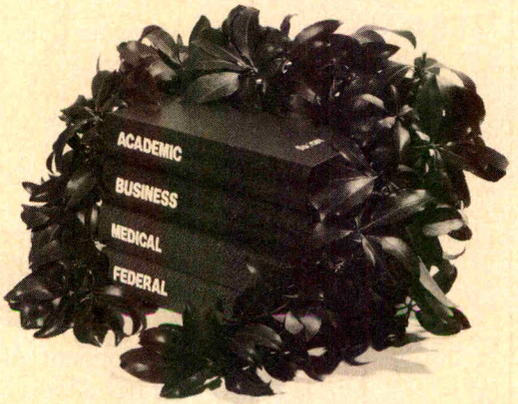
Cover. The Kankakee Public Library, constructed in 1899, serves a population of 30,000 and attracts patrons throughout northern Illinois to its Genealogy Center. Now planning a major refurbishing of the interior, Director Linda Gapsewicz says, "The trick will be to retain the wonderful Victorian style using modern materials." *AL* staff photo by A.P.

The great divide.



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Back to: Information Stress

". . . a present and future where information stress is assured . . ."—from *Alliance for Excellence: Librarians Respond to a Nation at Risk,* U.S. Dept. of Ed., July 1984.

Oh no! We go away a few weeks on vacation, and when we get back to serious business we find INFORMATION STRESS where before there was only too much work.

I'm not sure what the new term means, but I get chest pains every time I think of it. As far as I can surmise, Information Stress includes all the things that worry us in library services but which can't be resolved by slamming the *OED* on somebody's head. That encompasses many things in many forms.

For example, we are worried by the many white papers coming out telling us we must do everything for everyone or someone else will do it. Certainly we don't want someone else to do it if we can do it better and cheaper, and yet we thought we were doing everything humanly possible in a day.

We are worried about little things: noisy valves in the bookmobile. We are worried about big things: our graduate programs disappearing overnight; the MLS degree in crisis. Even Daniel Boorstin is worried: about LC's five million crumbling volumes, "one of the most unrecognized and serious perils that afflict civilization."

We are worried about keeping up with the technology. The National Library of Wales just installed a "powerful M9000 32-bit supermini with 19 online VDU terminals and the new URICA software." What did you do this summer?

Information stress comes from serving the needs of our many and diverse patrons, some of whom need to deposit burning objects into book drops. This summer at a Phoenix Public Library branch, one such drop-off resulted in massive fire and water damage. When conservator Michael McColgin entered the hosed-down interior, the climate was "perfect for raising alligators or growing moss."

No moss grows on book prices, and we are worried about it. Librarians in Abington, Pa., are protesting what they call "price-gouging" by many of the major reference-book publishers. They cite numerous increases of 50 percent and more just from 1981 to 1983. They offer some comments on the situation: "I support a boycott!" "I'm priced out of the market!" You can feel their stress.

Dealing with I.S.

We could run to our own self-help shelves for books on how to cope with stress. But most of these, if not deteriorated, have been borrowed, stolen, burned, or priced out of the market. No, this might only give us a taste of patron stress, possibly more than we could handle.

Aha—we could go to Australia! According to Alyce Archuleta's notes in the San Diego Public Library staff newsletter, "Australia is a working person's paradise. While I was there, I worked 35 hours a week. . . . The Council paid for tea, . . . and the typists prepared tea and cleaned up (that service is in their job description!). . . . After 10 years of service, an employee is entitled to a 3-month, paid leave. . . . Payday is once a week—with cash! . . . And the clincher—there are enough people to do the work!"

Those who cannot set off immediately for Australia have, perhaps, one alternative, suggested by a recent news release from the University of Minnesota: They can cry.

Crying, says U. Minn. researcher William Frey, has evolved to significantly relieve human emotional stress. In a study of 200 healthy subjects, 85 percent of the women and 73 percent of the men said they felt better after crying.

But don't count on it. Frey said that 35 percent of the women and eight percent of the men got negative reactions to their crying. Doubtless the reactions to crying would vary by type of library and library activity. But that's another study for another time. For now—back to work! —*Art Plotnik*

"...highly recommended to all librarians."

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—Reference Books Bulletin, ALA

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in the news

U. Cal. System recognizes librarians as academics in new union agreement

After seven months of negotiations, representatives of the University of California System and the University Federation of Librarians (UFL) initialed a tentative agreement on a first contract in Berkeley just before midnight July 13. The contract and an accompanying compact codify the administration's recognition of its librarians as academic employees. Ratification was expected by September.

"The university has explicitly recognized that we are academic employees—I doubt that we will ever again be thought of as staff," Joyce Toscan, a Public Affairs Service librarian at the University of California/Los Angeles University Research Library, told *AL* in mid-August. Toscan served as chief negotiator for the union, which had won collective bargaining elections on the system's nine campuses in June, 1983. UFL, an American Federation of Teachers affiliate, is the only higher-education bargaining unit in the country that is made up entirely of librarians.

Negotiations on the first contract and compact began on Pearl Harbor Day and ended on the eve of Bastille Day, Toscan noted. On Independence Day, the library bargaining team and administrators worked through the night without reaching final agreement. "The bargaining was much tougher than I ever expected," Toscan said.

The two-year contract dating from July 1 preserves for unit members the 9-percent increase in academic employees' salaries recently voted by the state legislature and the additional 3.8-percent hike scheduled for January. The contract allows UFL to reopen salary and other discussions in January.

The contract also provides that the university earmark professional-development funds for unit members to attend conferences and workshops, and allows them to take a two-month leave-without-pay retaining their benefits.

In addition, the contract allows greater flexibility in daily work schedules. "The system now recognizes that as academic employees we have responsibilities to the university to serve on committees, publish, and do research. We can't be tied to our desks from 8 to 5. This has been implicit on some campuses, but has been unevenly applied," Toscan said.

The union also won a grievance procedure culminating in a final and binding arbitration.

Peer review by LAUC

The compact that was negotiated along with the contract maintains the strong tradition of self-government developed by the Librarians Association of the University of California (LAUC), to which all 560 librarians automatically belong by virtue of appointment. Since the early '70s, LAUC has grown to resemble the faculty senate, and the compact enhances this role. LAUC will continue peer review on each campus and also develop a professional code of conduct for librarians.

The compact also permits librarians to rise in rank whether or not they assume administrative duties. "We've had a strong belief at the University of California that there should be no difference in salaries between administrators and working librarians," Toscan explained.

Both sides are eager to make the new agreement work, Toscan said. "Many of us are not at sword's points with the administrators," she added.

Rep. Carl Perkins, fighter for libraries, dies at 71

Citing Rep. Carl D. Perkins (D-Ky.) as "a champion of library legislation and an advocate of excellence in education," the American Library Association awarded him honorary life membership in 1975. ALA Washington Office Director Eileen Cooke presented the award in Perkins' office (photo).

After Perkins died Aug. 6 en route to his home in Hindman, Ky., Cooke said: "Librarians and library users have lost a great friend. Perkins was a long-time supporter of library programs. He kept his constituents in mind as examples of people who would benefit nationwide from library funding."

Perkins had backed the landmark Library Services Act of 1956 and was intimately involved with each subsequent step in federal support for libraries. As chair of the House Education and Labor Committee since 1967, he also pushed through other social legislation ranging from job training to school lunches, and he fought President Reagan's budget cuts.

A tough and successful participant in House-Senate conference battles, he had been expected to head the House group which will resolve differences on the LSCA extension (*AL*, July/Aug., p. 477). Instead, Rep. Augustus Hawkins (D-Calif.), the second-ranking member on the education committee, will head the House team at the House-Senate conference after Labor Day.

In this 1975 photo, Rep. Carl Perkins receives an ALA life membership from Washington Office Director Eileen Cooke.

The *Washington Post* said of Perkins: "Both his allies and his adversaries many years ago came to recognize him as a master of the legislative process. He was among the best of those country lawyers who come to Washington and, blessed with conviction and skill, make a difference in the lives of millions of people."

Taiwan and Ohio libraries barter books for service

Chiang Hsiu-ying and Wang Hsi-chang of the National Central Library of Taiwan, Republic of China, began a three-month internship-training program at the Ohio University Libraries July 1 in exchange for 600 Chinese books and 212 nonprint items.

The books and nonprint materials, including art, history, reference, cuisine, and adult and children's literature, were on diplay at the ALA Annual Conference in Dallas as part of the barter agreement between Ohio University and the National Central Library.

In return for the Chinese materials, Ohio U. is providing training in library management and automation to the two middle-level librarians. The training includes hands-on experience in the library, where Chiang, a cataloger, and Wang, an acquisitions librarian, were put to work adding the gift materials to the general collection.

The arrival of the two interns at the Athens campus coincided with the fifth anniversary of the internship program founded by Ohio University Libraries Director Hwa-Wei Lee. Beginning with a request from Chulalong-

korn University in Bangkok, Thailand, the program has provided training to more than a dozen librarians and library science faculty members from Indonesia, Papua New Guinea, Malaysia, the People's Republic of China, the Republic of China, the Philippines, Saudi Arabia, and Thailand. Sponsors have included the Asia Foundation, UNESCO, the U.S. Department of Education, and the interns' home governments and institutions.

Chiang and Wang were the first to come in exchange for books, and probably not the last.

Survey shows wide range of public library user fees

One hundred and nine of the 139 public libraries responding to a California State Library survey last year reported they charge fees for a variety of services, the July *California State Library Newsletter* reports. The survey, which excluded overdue and copy machine fees, had an 82-percent response rate.

The most common user fees are charged for reserve on materials and interlibrary loan, the survey found. Fees range from the basic 13 cents postage to $1, with the most common charges 25 and 50 cents. Eleven libraries charge for interlibrary loan beyond system boundaries at rates ranging from $1 to $5.

Rental and insurance fees for audiovisual materials is the next most common fee category. Thirty libraries charge from 25 cents to $2.50 per reel for film rental. Twenty-four libraries charge from 50 cents to $3 for videocassette rental. Three libraries

Filling the gap in *Risk:*

Dept. of Education report defines key library role in three-way alliance to create learning society

In 100 settings, rural and urban, majestic and modest, a librarian not only holds the keys to knowledge that is the prelude to tomorrow but also is equipped to show every *citizen how to access the future and live with confidence in the Learning Society.*—T. H. Bell, U.S. Secretary of Education, in *Alliance for Excellence: Librarians Respond to A Nation at Risk.*

At a Washington, D.C., ceremony attended by ALA President E. J. Josey July 26, Secretary of Education Terrel H. Bell announced the publication of *Alliance for Excellence: Librarians Respond to A Nation at Risk.*

The report proposes an alliance of home, school, and library to upgrade education and makes 13 recommendations giving libraries a key role in creating the true learning society envisioned in *A Nation at Risk.*

The 64-page work resulted in part from librarians' complaints that *Risk* ignored libraries. Responding to that reaction, Acting Director Malcolm Davis of the Center for Libraries and Education Improvement (CLEI) conceived the idea of the Libraries and Learning Society Project using LSCA Title II-B funds.

Last September CLEI invited 15 top professionals, including 11 representatives of ALA and other national library associations, to form an advisory board for the project. The experts helped develop a series of seminars to examine how public and academic libraries, school library media centers, and library and information science institutions could best contribute to the attainment of excellence in American education. A fifth seminar considered ways libraries could link their resources.

Douglas Zweizig, Richard Dougherty, James Liesener, Jane Anne Hannigan, and Peggy Sullivan prepared issue papers. In all, more than 125 librarians, parents, teachers, and patrons participated in the five small seminars held early this year in Boston, Chicago, Dallas, Berkeley, and Washington, D.C. Ray Fry, director of the Department of Education Division of Library Programs, chaired the advisory board and attended every seminar, as did freelance writer Robert Carlisle, who summarized the deliberations in *Alliance for Excellence.*

Tie-in with ALA's Realities

"We worked very closely with Joe Shubert's ALA Task Force on Excellence in Education as the two projects evolved," Fry told *AL* recently. "We had hoped to present *Alliance for Excellence* at ALA Annual Conference, when the task force produced *Realities: Educational Reform in a Learning Society* [*AL,* July/Aug., p. 490–92], but our publication was delayed."

To Fry, the concept of local libraries as user-oriented learning centers linked to homes, schools, and other libraries is most exciting. He said the first section of the report, addressed to the general public, explains how the information age challenges libraries. The report recommends that to the fullest extent possible, school library media centers as well as public and academic libraries be open to all students and area residents. The second section, addressed to school administrators and librarians, recommends methods to improve school library media centers.

The third section appeals to library leaders to refine library education to reflect increasing demands, tighten accreditation standards, and work within their own communities to build stronger library systems. The report urges librarians to form linkages at the local level similar to those in the states and regions and offer advisory services to everyone.

ALA Washington Office Director Eileen Cooke served on both the CLEI project advisory board and the ALA task force. Cooke told *AL* that *Alliance for Excellence* can be used in tandem with *Realities* to promote libraries. The Department of Education report fulfills ALA's public awareness priority and also fits into President Josey's effort to forge coalitions for the public good

Alice Fite, executive director of the American Association of School Librarians, receives a copy of* Alliance for Excellence: Librarians Respond to A Nation at Risk *from U.S. Secretary of Education Terrel Bell. Fite served on the Libraries and Learning Society Advisory Board and participated in the project seminars on school library media and linkages and relationships among libraries.

and Past President Elizabeth Stone's National Library Week partnership program.

Cooke pointed out that many educational organizations have presented formal responses to *Risk,* but *Alliance,* the only official Department of Education response, will have political clout.

Alliance for Excellence: Librarians Respond to A Nation at Risk may be ordered from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. Single copies are $2.50; orders of 100 or more get a 25 percent discount if mailed to a single address. The report is also available in the ERIC System. The issue papers written for the seminars are also in ERIC or may be ordered from ALA Publishing Services under the title *Libraries and the Learning Society: Papers in Response to A Nation at Risk,* 146 pages, $9 (0-8389-3313-0, 84-11163).

Single copies of the 14-page *Realities: Educational Reform in a Learning Society* are available free with a stamped (37 cents), self-addressed, 7½-by-10½-inch envelope. Two to 10 copies are 50 cents each, 11–99, 30 cents each, and 100 or more are 15 cents each, from *Realities,* ALA, 50 E. Huron St., Chicago, IL 60611. □

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See the insert facing p. 600 for a description of awards given by ALA.

charge for audio records and tape, and 30 libraries charge for AV equipment loans.

The third most common category of library fees is for meeting rooms and their equipment. Thirty-six libraries report charges varying as to profit or nonprofit user and by room size, equipment, and time of day.

Twelve of the 139 libraries make personal microcomputers available for a fee, usually based on a time unit such as $1 for half an hour. Ten libraries offer rental typewriters for similar charges. Some libraries rent tools, darkroom space, laminating machines, or offer various vending machine services at a small fee.

Fourteen of the libraries collect nonresident fees ranging from $5 to $43, primarily from out-of-state users. Nine libraries report rental book collections with varying fee schedules. Seven libraries charge for ILL borrowing of census microfilms for genealogy searches, and six charge for reference searches on computer databases.

news in brief

Proposition L for libraries. In Detroit's Aug. 6 election, Proposition L, raising the property tax by one mill to 1.64 mills solely for library service, won by an overwhelming vote of 3 to 1.

Detroit Public Library Director Jane Hale Morgan said the tax would raise an additional $5 million for the hard-pressed library for each of the next five years, starting with the 1985–86 budget. If the City of Detroit and the State of Michigan continue to contribute to the library budget, DPL will be able to restore hours at branches and the Main Library, reopen the Rare Book Room, reinstate the Film Department, and restore funds for book purchases.

Paul T. Scupholm, executive director of the Friends of DPL, and Jessie Kennedy, a retired educator, chaired the Citizens Committee for Library Millage. They won backing from the media, influential citizens, and political, labor, and community organizations. The six-week millage campaign built on the sympathy aroused by the "Keep the Doors Open" fundraising effort (*AL*, Sept. 1983, p. 506–08) which garnered more than half a million dollars.

With a total budget of $15,222,339 in 1984–85, DPL will continue the current schedule of cutback hours, but restorations and improvements should begin late next spring when the additional millage becomes available.

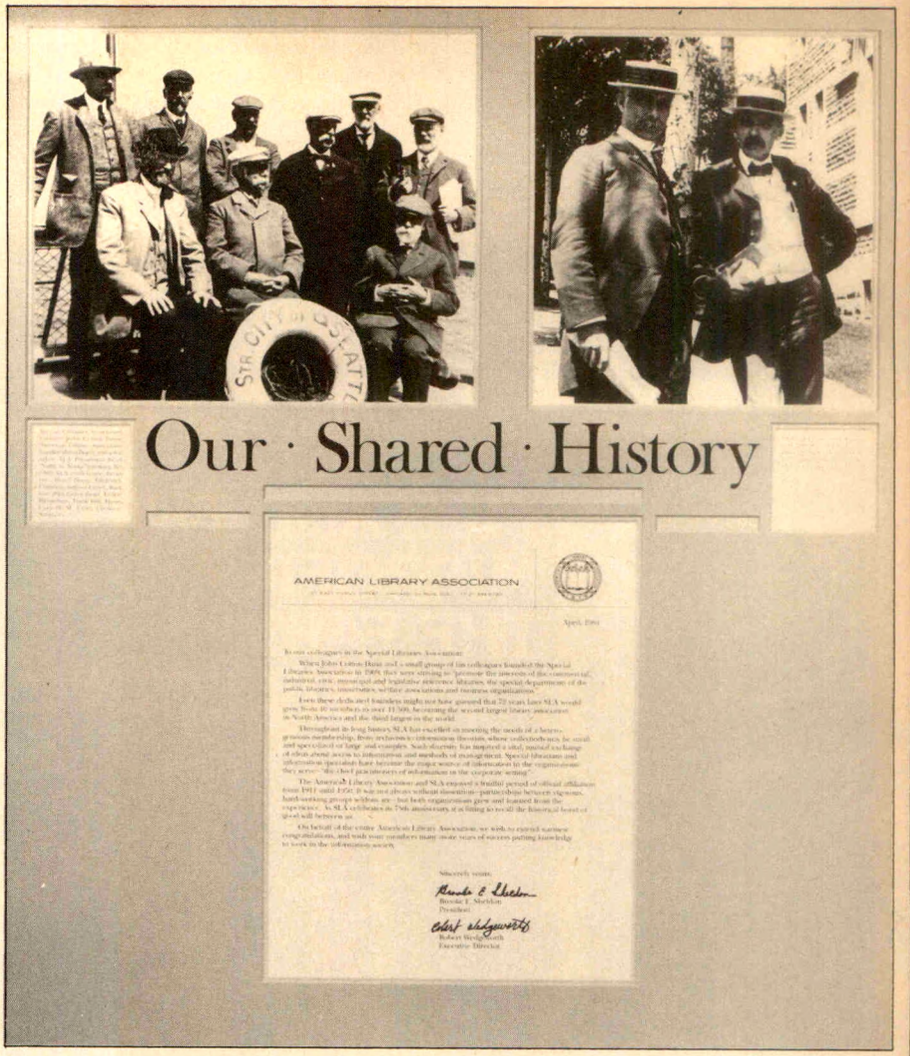
CATNYP passes tests. Carlyle Systems' online public catalog has been installed at the New York Public Library Research Libraries and has successfully passed its acceptance tests, NYPL Associate Director Paul Fasana reported in mid-August.

The system, dubbed CATNYP, includes four terminals connected to a remote processor in New York City, and then via Telenet to the host processor in Berkeley, Calif. Later this year approximately 40 terminals will be installed and over 1.2 million records will eventually be loaded into the system. The total cost will be about $300,000.

Carlyle has been the prime contractor for the Research Libraries' printed book and microfiche catalogs since July 1983. The initial database for the online catalog is the same as for the most recent edition of the book and microfiche catalogs, but the online catalog provides sophisticated searching capabilities. The Research Libraries have specified 13 different indexes for searching by keyword, and 10 limiting indexes. Searches may also be limited by logical, or Boolean, connectors, such as *and, or,* and *not.* Silent printers are attached to each terminal and allow users to print citations in any of four display formats.

60 Minutes in Falmouth, Mass. Late in September the CBS show *60 Minutes* will feature a library user who credits the Falmouth Public Library for his success in pleading cases in federal and state courts.

Falmouth resident Nathaniel Denman is a



Happy 75th, Special Libraries Association

This large commemorative framing was presented by ALA Executive Director Robert Wedgeworth to the Special Libraries Association at SLA's 75th Annual Conference in June in New York. Its letter of tribute, co-signed by 1983–84 ALA President Brooke Sheldon, celebrates SLA's founding in 1909 by John Cotton Dana; the "fruitful period of official affiliation from 1911 until 1950" between ALA and SLA; and SLA's growth from 40 members to more than 11,500, making it the third largest library association in the world.

Two historic photographs show Dana (far left, far right) with ALA officers.

SLA's 75th conference drew a record 6,073 registrants. Incoming President Vivian Arterbery of the Rand Corp., Santa Monica, said that special librarians have progressed from "appendages" to "active partners in the information flow."

H. Robert Malinowsky was elected 1985–86 president.

self-employed engineer, not a lawyer, who uses the law section of the library to prepare his personal and environmental suits, frequently consulting Director Ann Haddad and other librarians.

In June a CBS camera crew filmed the story in the Cape Cod resort village, spending almost a full day in the library.

"Supernetwork" coming up. The Research Libraries Group, Inc., of Stanford, Calif., is planning to develop a computer-to-computer link between its Research Libraries Information Network (RLIN) and three other library automation systems.

Late in June RLG signed a memoranda of understanding with Northwestern University Libraries of Evanston, Ill., creators of NOTIS; Biblio-Techniques of Olympia, Wash., vendors of BLIS, which is based on Washington Library Network software; and the Geac Computer Corp., Ltd., of Markham, Ont., vendors of integrated local library systems.

RLG has agreed to perform pre-project planning to implement a standard network interconnection using computer-to-computer communications protocols developed by staff at RLG, the Washington Library Network, and the Library of Congress as part of their cooperative linked systems project (*AL*, June, p. 400–404). The protocols, based on the International Standards Organization's Open System Interconnection reference model, will allow library and information retrieval applications on one system and computer to communicate with those on others.

$3 million available in NEH grants

March 8 is the next deadline for Humanities Projects in Libraries proposals at the National Endowment for the Humanities, Program Officer Tom Phelps reports. Congress has again approved an expenditure of $3 million for the cooperative program in FY 1985.

All types of libraries are urged to submit proposals fulfilling the NEH mandate "to foster public understanding and appreciation of the humanities."

Next month's *American Libraries* will detail some current projects and offer tips on preparing proposals. NEH will issue new guidelines later this fall. Meanwhile, phone or write Thomas Phelps, Division of General Programs, National Endowment for the Humanities, 1100 Pennsylvania Ave., N.W., Washington, DC 20506 (202-786-0271).

School librarians stick with CLA. As reported in the August *Quill & Quire,* the Canadian Library Association annual meeting in Toronto June 7–12 sounded not unlike an ALA conference. The weather was hot, the air conditioning chill, the schedule hectic, and the discussions lively.

The 1,376 CLA delegates talked about copyright, federal support, intellectual freedom, library school accreditation, and the possible secession of the Canadian School Library Association.

CSLA has been considering a split from CLA to form an independent body for more than two years. University of Ontario library science professor Sam Neill was commissioned to study the feasibility of secession, but his report took no stand on the matter. Finally the CSLA executive recommended against secession, but members continued to debate the issue right up to the day before the division's general annual meeting. At the meeting, the secession motion was not even introduced.

$3 million addition for Finkelstein. "There are books all over the floors and it gets very crowded on Saturdays and Sunday. . . . It's hard for anyone to concentrate," Finkelstein Memorial Library Director Samuel Simon of Spring Valley, N.Y., told a local reporter recently.

Newspaper stories, a Friends of the Libraries campaign, and a school-district-wide

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mailing of an attractive brochure resulted in a June 23 majority referendum vote for a $3 million library addition. The Finkelstein serves nearly 80,000 East Ramapo School District residents in suburban Rockland County, northwest of New York City. The library was last expanded in 1969 to hold 60,000 volumes; its present collection of 200,000 books, 7,500 records, and 300 journals overflows the shelves and is stored on floors, in hallways, and in a nearby trailer.

In planning the expansion, which will more than double the space, Simon worked closely with Willis Mills of SMS Architects, New Canaan, Conn. They displayed a model in the library annex, the only voting place in the school district. The addition will cost a homeowner whose house is assessed at $60,000 about $6.75 this year. The school board, which owns the building, will handle the bonding for the project.

Michigan multitypes to automate. The W.K. Kellogg Foundation of Battle Creek, Mich., recently awarded $826,200 to the Upper Peninsula Region of Library Cooperation, Inc., of Marquette, to create an automated multitype-library system linking all 163 libraries from Sault Ste. Marie to Ironwood. The four-year Kellogg grant will be combined with local library funding for the resource-sharing project.

Lee J. Lebbin, chair of the cooperative and library director at Michigan Technological University, says the project aims to record all the library resources in the large, sparsely-populated region in a centralized database accessible through any local library.

In the initial phase, the cooperative has tentatively selected ten members representing higher education, public, school, and special libraries in the region for planning costs and telecommunications.

Correction. ALA President E. J. Josey has announced that the President's Program at Annual Conference in Chicago will focus on the theme of forging coalitions for the public good. The correct date is Monday, July 8. For the ALA Midwinter Meeting Josey is organizing a training and orientation session Jan. 6 to prepare volunteers to spark discussions at the President's Program. □

QUICK-BIBS: New and recent books on a timely topic

Bill Ott, compiler

ROCK MUSIC

Popular culture threatens to engulf us all, as would-be critics document and attempt to analyze such icons of contemporary life as break dancing and Michael Jackson's glove. Nothing seems to send the Matthew Arnolds of kitsch scurrying to their typewriters faster than rock music. Who'd have thought it would prove as easy to sound pompous writing about guitar riffs as about iambic pentameters? For anyone genuinely interested in the literature of rock, sorting out level-headed critics from punk pedants becomes a problem. The following titles, all published within the last two years, should get rock fans off to a good start.

Booth, Stanley. *Dance with the Devil: The Rolling Stones and Their Times.* Random, 1984, $16.95. (0-394-53488-3, 84-42517)

Stanley Booth accompanied the Stones on their 1969 U.S. tour, which culminated in chaos at the now-infamous Altamont concert. This vivid account of those few weeks captures the Stones in their prime: galvanizing music, an intoxicating exuberance for life (including drugs and groupies), and a nasty undertow of egotism and violence.

Clifford, Mike and others. *The Harmony Illustrated Encyclopedia of Rock.* 4th ed. Harmony, 1984. $19.95. (0-517-55261-2, 83-19354)

Perhaps the best of the available rock encyclopedias, this revised editon features sharply written profiles of musicians and musical groups from Bill Haley to Culture Club. Numerous color photographs of the performers in full cry add to the appeal.

Martin, George R.R. *The Armageddon Rag.* Poseidon, 1983, $15.95. (0-671-47526-6, 83-13597)

Rock fiction is like rock criticism—one must search diligently for diamonds in the rough. Martin's saga of a disenchanted novelist who becomes involved in the comeback of a resurrected 1960s rock group is one of the more successful of recent efforts.

Wiener views Lennon's political struggles with the Nixon administration.

Palmer, Robert. *The Rolling Stones.* Doubleday, 1983, $29.95 (0-385-27925-6, 83-7395)

This oversize, lavishly illustrated profile of the Stones is an excellent complement to Booth's *Dance with the Devil.* Music critic Palmer offers a lucid interpretation of the Stones' image as devil-worshipping doomsayers.

Pollock, Bruce. *When the Music Mattered: Rock in the 1960s.* Holt. 1984, $15.95. (0-03-060421-4, 83-10853)

Using the comments of various 1960s musicians, Pollock examines the social, political, and cultural ideals of a generation of rock performers. His study provides an intriguing look at what happens when music and ideals share the same stage.

Robinson, Lisa, *Walk on Glass.* Newmarket, 1982, $14.95. (0-937858-05-6, 82-2254)

The plot of this behind-the-scenes novel—girl singer's career derailed by scheming managers, grueling travel, and ubiquitous drugs—is hardly fresh, but syndicated critic Robinson deserves credit for understanding the way the sound of a guitar and a rough-edged voice can jolt a teenager out of childhood with all the force of a hormone injection.

Tobler, John. *The Buddy Holly Story.* Beaufort, 1983, $8.95. (0-8253-0166-1, 83-17260)

With "Peggy Sue" ringing in their ears, aging Baby Boomers will appreciate this well-illustrated biography of a rock legend. Tobler tells the whole story, from Holly's beginnings in Texas to his tragic death in a 1959 plane crash.

Ward, Ed. *Michael Bloomfield: the Rise and Fall of an American Guitar Hero.* Cherry Lane, 1983, $8.95. (0-89524-157-9)

Another casualty of the postwar generation's weakness for drugs, the late Bloomfield was one of rock's most respected guitarists. This account of his brief life and career covers his work with various rock stars (Paul Butterfield, Bob Dylan) as well as his personal trials.

Wiener, Jon. *Come Together: John Lennon in His Time.* Random, 1984, $19.95. (0-394-53570-7, 83-43194)

Eventually there may be as many Beatle books as Beatle fans. Fortunately, Wiener's study of John Lennon's social activism is somewhat more substantial than the garden-variety Fab Four tribute. Like Pollock (above), Wiener has some thought-provoking things to say about rock stars' predilection for politics. □

Bill Ott, *who writes this column freelance for* American Libraries, *is books-for-adults editor of ALA's* Booklist *magazine.*

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reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

American Libraries encourages signed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or will be edited to fit space; longer contributions may be submitted to the "On My Mind" department.

Black's criticism picayune & petulant

"THE MAKING OF THE TRANSFER Agreement: A Library Odyssey" (June, p. 386–89) was fascinating and enlightening. But I think Edwin Black's criticism of two university libraries for their seeming intransigence was picayune and petulant. Had he followed the prescribed procedures of these two libraries, he would have fared better.

These procedures, though seemingly bureaucratic, are a means to prevent what would be harmful to Black's research: viz., overcrowding and theft.

To criticize fees for nonstudent or faculty use is unfair. Research is expensive for libraries, and the cost should be shared and considered part of the published work's overhead.

RICHARD A. BARRY, ALA member, Engineering Library, Manhattan College, Riverdale, N.Y.

Author demands private librarians

EDWIN BLACK'S DIFFICULTIES during his research for *The Transfer Agreement* (June, p. 386–89) leave little room for pity. Black is the kind of academic elitist who makes many of us in the library public service sector miserable. Must the world —and all activity within the marble walls of my library—screech to a halt because the scholarly Black has to make "continuous use" of 500 titles held coast to coast?

His problem is intellectual myopia; he fails to understand that I deal with hundreds of Edwin Blacks in a given year, each of whom feels his research should receive priority. He offends anyone connected with ILL activity by complaining of such "unworkable" features as renewals and processing time. And if my library knew he was maintaining a network of students . . . in every city where important books could be found" so they might forward material to him in Chicago, that would be the end of their privileges, period.

We're all for knowledge-exchange and the pursuit of excellence. But let's remember that rules are rules and sometimes even the most academic of us must climb down from the ivory tower into the real world where libraries deal with real problems. Perhaps if author Black had a private corps of librarians and library staff his book could have been completed in half the time.

Personally, I'd rather use my skills to serve many, observing the rules without which no library can stay in business.

JOSEPH LAUCK, University of Notre Dame (Ind.) Libraries

Chameleons of the professional world

During the open discussion on professionalism at the ALA Annual Conference, the question "What does it mean to be a professional?" was considered. Here is my response.

I am a librarian because I want to be able to make a difference in people's lives. Perhaps our clients, patrons, students do not view us as professionals in the same way that they view doctors and lawyers because we wear so many cloaks.

To children we are storytellers, recipients of secrets, confidants who can answer questions. To parents we are providers of guidance, babysitters, child psychologists, lawyers, doctors, friends. To students we are counselors, wizards of information, companions in the quest for knowledge. To the lonely, to the elderly, we are a smiling face, a warm greeting, a host of that comfortable inn—the library.

We are not given the same title by all people, but that does not make us less worthy in their eyes. We are not identifiable by outward baggage. We carry no stethoscope, no legal tome. We are the chameleons of the professional world. Perhaps it is our humane compassion that qualifies us as professionals.

JOAN L. DOBSON, ALA member, Grand Prairie (Tex.) Memorial Library

Put conferences on the tube

I WAS DISAPPOINTED THIS SPRING not to see any announcement that the ALA Conference would be offered as a teleconference. Unfortunately, most ALA members are unable to attend the annual convention in person, either because of financial shortfalls or other commitments.

Another example of the potential for teleconferencing is the Nonbook Materials Institute, the first of which was held at the Sheraton this February in San Diego. The $77 per night lodging and $265–280 registration fee are clearly above most entry-level librarians' means, especially with other priorities demanding funds. Apparently some universities agree: one library administrator characterized the NBI as a vacation for a group of Chicagoans wishing to be in a more comfortable location during February. Just to complicate things, the institute was scheduled concurrently with the Music Library Association Conference.

As I searched for possible roommates to this NBI, I found none in Arizona or New Mexico, and two in California—no thanks, I'm not John Ritter—separate bedrooms unless the females are in my family.

If, for example, RTSD/ALA would sponsor an NBI-TV Institute, charging $25–50 registration, one could predict attendance of 15–20 librarians and staff for a remote receiving station, such as Flagstaff. If the registration were $25, ALA could reap as much as $500, none of which would go to hotels, and this from only one site. As it turned out, the San Diego session reportedly drew poor attendance, and the fall workshop in Seattle was cancelled.

Who were the losers? ALA, librarians, library staff, and lest we forget, our patrons.

RALPH HARTSOCK, ALA member, Northern Arizona University Library, Flagstaff

An appeal for Laura X

FRIENDS AND ADMIRERS OF LAURA X and her Women's History Research Center (among whom I count myself) are grateful to *AL* for its story concerning Laura X's prosecution for alleged abuse of the work/study program (May, p. 278).

She needs our help, including cash contributions to her defense fund; letters of support for the judge to read so that she will not have to go to jail if convicted; donations (tax deductible) to the Center to keep the important projects she is doing underway; and purchases of her microfilm collections: *Herstory* (serials); *Women and Law;* and *Women and Health/Mental Health.*

Another support would be to help the Center find an institution which would house and/or continue the case and legislative

research for the Center's National Clearinghouse on Marital Rape.

As you show in the article, for 16 years Laura X has performed an invaluable, unique, and difficult service for the library community. In my judgment, it is now our turn to help her keep up her much needed work. The Center's address is 2325 Oak Street, Berkeley, CA, 94708.

LAWRENCE W. TOWNER, ALA member, The Newberry Library, Chicago

"Techniques inappropriate"

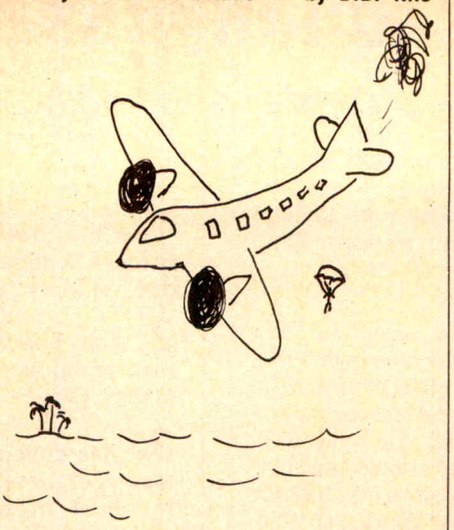
I TURNED TO THE JUNE "QUICKbibs" column (p. 368) with anticipation, only to be disappointed by Bill Ott's treatment of the conflict in Central America. Although his intention of focusing attention on this embattled region was good, his techniques were inappropriate and, ultimately, a disservice to those people I assume he was indirectly trying to assist.

Certainly too much seriousness can drown an issue, but misplaced levity can diminish its importance to the point of nonexistence. Ott fumblingly applied humor to a situation desperately in need of study and understanding, and the result was a sanctioning of disinterest. By humorously suggesting "Leave It to Beaver" as an alternative to learning about the crises in Central America, Ott condoned an attitude unfortunately prevalent in the United States: That which cannot be comprehended should be ignored. This is an odd tack for someone in the library field—supposedly committed to the linkage of people with information—to take.

Words like *quagmire, mess, morass,* and *disorder* threaten to make Central America even more of an untouchable issue in the minds of the public. Librarians can provide the resources to assist in breaking through this roadblock of confusion. Persistent dissemination of what information exists can eventually lead to greater clarity on the issue, to increased public awareness, and hopefully to subsequent policy change and a reprieve or a solution.

DEBORAH OZGA, graduate student, University of Maryland library school, College Park

If they'd been librarians **by B.B. Rile**



Amelia Earhart disappears while trying to complete a book drop . . .

Crediting Rep. Nick Rahall

IN REPORTING ON THE SALUTE TO libraries made by Rep. Major Owens and other legislators on April 11 (June, p. 365–66), you recognized the pro-library statements of Rep. Nick Joe Rahall. The recognition was well deserved and much appreciated; however, the identification of him as being from Wisconsin was erroneous.

We, in West Virginia, are proud of the support for our libraries that we receive from our congressional delegation. Therefore, we are pleased to set the record straight and claim Nick Rahall as one of our own—a West Virginian.

MARTIE SMITH, ALA member and chair, Legislative Committee, W. Va. Library Assn. □

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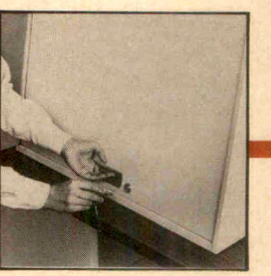

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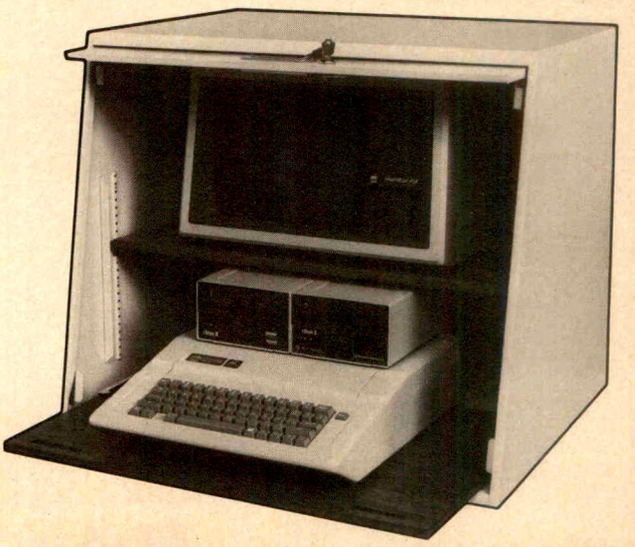

action exchange

Integrating periodical display and finding compatible software

Q. Is anyone using an integrated periodical display system to save space? We need ideas, please. ***Yolande Courtright, Collection Development, Algonquin College Resource Centre, 1385 Woodroffe Ave., Nepean, Ont., Canada, K2G 1V8.*** **(*AL*, May, p. 288).**

A. Many Gaylord customers are now using our new showcase display shelving, which accommodates both books and periodicals. The regular shelves have a backstop allowing books to be displayed face out. The periodical shelves may be used so that only a third or half the cover is displayed for increased capacity. The periodical shelf may also be used next to a divider shelf where extra copies of periodicals may be kept. The periodical shelves have a deep enough lip to accommodate thick journals or several issues. They are available with hinges that come with an extra storage shelf. *Fernando Lagua, Senior Product Manager, Gaylord Bros., Inc., POB 4901, Syracuse, NY 13221-4901.*

Q. Our county is purchasing the IBM System/38 computer. We are searching for compatible public library software for online use. Our library is an OCLC member; we have a central library, eight branches, and one bookmobile. ***Gerald A. Somers, Director, Brown County Library, 515 Pine Street, Green Bay, WI 54301*** **(*AL*, June, p. 370).**

Over to you

1. Who knows of a new method for inserting security tapes in paperbacks? Placing them between pages doesn't work. (Ala.)

2. What academic libraries share a building with their computer center? Any problems, suggestions, ideas? (N.H.)

3. Has anyone obtained a bookmobile through a lease-purchase agreement? What companies are involved in lease-purchasing? ***Susan Stow Sandness, Director, Minnehaha County Rural Public Library, Box 218, Hartford, SD 57033.***

4. Where can we purchase a Reverse Dymo Wheel to make replacement cards for a Gaylord Model C charging machine? ***Robert E. Coumbe, Director, Gloucester County Library System Headquarters, 200 Holly Dell Dr., Sewell, NJ 08080.***

Please send replies to Action Exchange

A. J.P. Systems, an IBM System/38 service bureau, has developed a number of library systems currently in use at one or more Michigan libraries. They include a newspaper/periodicals indexing system, Library for the Blind and Physically Handicapped materials circulation, a community organizations and services file system with subject index, a bibliographic catalog system with subject index, the online union catalog system built from OCLC tapes, and OCLC tape conversions for use on CLSI systems. *Karen L. Lundy, J.P. Systems, 839 W. Walnut, Kalamazoo, MI 49007.*

Q. We're preparing current periodicals lists and topical bibliographies on our DECmate II digital word processor. What other academic library applications exist? ***Mary F. Riley, Chief Reference Librarian, Fordham University Library, Bronx, NY 10458*** **(*AL*, June, p. 370).**

A. In the three months we've had our DECmate II, we have used it for compiling acquisitions lists monthly, writing reports of conferences and the library annual report, maintaining library statistics, maintaining a library job descriptions file, compiling and maintaining library policies, maintaining a directory of New Mexico LRCs to be updated annually, compiling a list of furniture needs for a new addition, and as a terminal for DIALOG database searching.

When time allows, we plan to put our periodical order and holding information on the DECmate, as well as our AV software catalog. When we get hooked up to the college mainframe, a DEC PDP 1144, we plan to compile a union list of the periodical holdings of all two-year colleges in the state. *Harris M. Richard, Library Director, San Juan College, 4601 College Blvd., Farmington, NM 87401.*

ACTION EXCHANGE welcomes your typed questions and answers. Q's and A's become American Libraries property and may be edited. Please include your name, address, and position. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

ALA and the Merwine Case: A word as to the WHYS

by Robert Wedgeworth, ALA Executive Director

AT THE 1984 ALA ANNUAL CONFERence, considerable discussion focused on the case of *Merwine* v. *Board of Trustees for State Institutions of Higher Learning* (Mississippi State). Council and Membership addressed the question of why ALA did not participate in the Merwine case. Council debate included remarks by Edward G. Holley, whose article "The Merwine Case and the MLS: Where was ALA?" appeared in the May 1984 issue of *American Libraries*.[1] This statement is based substantially on information I provided during the course of the Council and Membership discussions.

Whenever a legal case involving the interests of libraries and librarianship is brought to ALA's attention, we take steps to analyze the case in terms of what is likely to be considered. Usually key members of relevant committees—e.g., Intellectual Freedom, Copyright, Office for Library Personnel Resources Advisory Committee—assist ALA staff and legal counsel in this assessment. In most instances ALA does not become involved at the trial-court level, where the facts are being established. If, after the trial court proceedings, issues of law arise that are of significance to ALA, we frequently join or initiate an appeal.

The complexities of the Merwine Case illustrate that litigation alone cannot answer concerns of the Membership about professional issues. ALA has always, and with an enviable record of success, undertaken legal defense of the interests of its members on a wide range of issues from censorship to copyright. Where appropriate we will continue to do so. The Merwine Case, in my opinion, did not present a significant opportunity to advance or defend the Association's interests in the ALA-accredited MLS degree. Since this is a matter of judgment with which the officers and members of the Association may take issue, I present some information that may be helpful for understanding the case from this perspective.

Two legal concepts have emerged in recent years around which allegations of discriminatory hiring practices have been argued. "Disparate treatment" raises the question as to whether all applicants were treated the same with respect to the employment process, including the application deadline, job requirements, and interview questions. "Disparate impact" raises the broader question of whether certain job requirements or the process as a whole tends to discriminate against those who are afforded protection under several major federal laws against job discrimination.

The concepts might be explained in the context of a classroom exam. If some students are allowed more time to finish the exam than others it is disparate treatment. If, however, the exam itself tends to prevent women from passing in numbers out of proportion to that of men, then the exam exerts a disparate impact on women.

Claims

Glenda Merwine claimed that she was not hired for the position of Branch Librarian for the College of Veterinary Medicine at Mississippi State University as a result of *intentional sex discrimination* (disparate treatment). Her attorneys presented information intended to prove that all candidates were not treated similarly in the process of filling the position.

Merwine also claimed she was not hired because Mississippi State University used as a hiring criterion possession of an ALA-accredited degree, which had a disproportionate impact on female applicants (disparate impact) and was not a valid predictor of successful performance in the specific position being filled. Her attorneys presented statistical information on applicants for previous positions at Mississippi State and assessments of the performance of successful applicants.

Attorneys for Mississippi State denied both allegations. Dean Holley of the University of North Carolina School of Library Science testified in support of Mississippi State using the criterion of an ALA-accredited MLS. Glen Zimmerman, director of personnel, Library of Congress, testified on behalf of Merwine.

ALA was asked by both Merwine and Mississippi State to give expert testimony in their behalf. ALA declined both requests. The principal reason was that the facts did not establish to our satisfaction whether one or both issues were at the heart of the case. The case presented a potential conflict between two policies about which the Association feels strongly: fair employment practices and the ALA-accredited degree.

"The [Merwine] case presented a potential conflict between two policies about which the Association feels strongly: fair employment practices and the ALA-accredited degree."

Trial court proceedings

The *intentional sex discrimination* (disparate treatment) charge was tried before a jury. The jury found that although Merwine was qualified for the job, preferential or favored treatment was given to the successful male applicant. Later, the magistrate overturned this decision, concluding that no reasonable jury could have found for Merwine on the basis of the evidence produced. Merwine's claims that the ALA-MLS was an improper criterion (disparate impact) were tried before the magistrate, who, in concluding that 80 percent of the ALA-MLS degrees awarded over the last 10–12 years have gone to women, said: "It flies in the face of

[1]Other *American Libraries* items concerning the Merwine Case include a news report (July-Aug. 1983, p. 442); ALA Executive Board discussion (Dec. 1983, p. 744); a background statement from ALA Office for Library Personnel Resources (Dec. 1983, p. 743); a news update (Feb. 1984, p. 72); and 1984 Annual Conference coverage (July-Aug. 1984, p. 492). The article following this one, by Pauline Wilson, discusses the Merwine issue among others in a broader context.

logic and common sense to say that an ALA – MLS requirement 'selects applicants for hire' in a manner discriminatory to women.''

Since Merwine failed to carry the burden of proof that the ALA-MLS degree requirement has a disproportionate impact on women, the court did not make any finding on whether the use by Mississippi State of the ALA-MLS degree in filling this specific vacancy was ''valid.''

Some questions and our answers

Q: Why did ALA not offer general information to the court?

A: It would have been necessary to enter the case on one side or the other. In order to present general information on the ALA-MLS, it could have meant sending a signal to our members that ALA considers fair employment practices less important than whether applicants have an ALA-MLS. The fact that two prominent members of the Association testified on different sides of the case illustrates the conflict between fair employment practices and the ALA-MLS issues.

Individuals not speaking for ALA would, of course, be free to express their opinions in giving expert testimony, and the Association encourages them to do so.

Q: Is the status of the ALA-MLS in jeopardy in this case?

A: No. The courts cannot and will not determine the general validity of the ALA-MLS. In the Merwine Case the only comment the court could make would be in reference to the specific position. Since the magistrate did not accept Merwine's arguments on the validity of the ALA-MLS, an appeals court is not likely to rule on the issue directly. However, an appeals court could remand the case back to the magistrate with instructions to consider the ALA-MLS issue.

"The Merwine Case, in my opinion, did not present a significant opportunity to advance or defend the Association's interests in the ALA-accredited MLS degree."

Even if the court had found disparate impact of the ALA-MLS on women applicants, the university could have offered in its defense a *business necessity* for the degree. In this case Merwine would have had to show that other, less discriminatory criteria could have been employed.

No court is likely to find the ALA-MLS degree an improper criterion except in relation to a specific position. Even then the validity of the degree in general would not be in jeopardy. It would simply mean that for the position in question, the ALA-MLS could be *a* criterion for hiring, but not the *sole* criterion.

Merwine has appealed the decisions of the trial court. ALA will continue to monitor this case in order to determine whether issues of law emerge that may indicate ALA participation in further court proceedings.

At its fall meeting, the ALA Executive Board, acting on the referral from Council of the Merwine discussion, will consider several courses of action in addition to litigation that will be taken in order to reaffirm and strengthen support for librarianship as a profession. □

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1984

Here are the choices: *you* make the choice, says a specialist in "professionalism."

ALA, the MLS, and professional employment: An observer's field guide to the issues

by Pauline Wilson

BECAUSE OF THE CONTROversy that has recently been associated with ALA's support of the MLS degree as a minimum requirement for professional employment, the ALA Office for Library Personnel Resources Advisory Committee asked me to take a fresh look at the problem. The committee hoped to bring the situation into clearer focus for ALA members by sorting out some of the basic factors involved in it.*

I was asked to look at the problem because I have spent a considerable amount of time studying professions and librarians as a professional group. It is probably safe to assume that I have gained some objective knowledge from that study. Another factor strengthens my objectivity in this instance. It is that I have not been involved in any way in the present dispute. I was occupied in thinking about other things while the dispute was occurring: the Office of Personnel Management (OPM) and Merwine cases were nothing more than passing news notes to me. Consequently, I did not know enough about either case to have formed an opinion, one way or the other. Thus my position is that of a third party looking at the problem from afar, as it were.

In examining the situation, I read all the available documents on the OPM and Merwine cases. I also read letters to the editor and articles that various persons had written on the problem, and I talked to many people. What I was looking for was viewpoints: How did people feel about the problem? Why did they have a particular viewpoint? What did they see as the underlying problem? Did they think anyone or anything was at fault? If so, who or what? What did they think could be or should be done to solve the problem and why?

As a result of that inquiry, I believe I have identified some of the factors involved and some of the issues that need further consideration. For some of them I can provide an answer based on established knowledge about professions. Others, however, are more problematic. They are issues that need clarification and decisions by you, the Membership of ALA. Some of the decisions are going to be difficult because trade-offs will be involved. You will not be able to have it both ways—to have your cake and eat it, too. I should modify that a bit—I, at least, have not been able to figure out how you can have it both ways. In any case, it is not my role to tell you what to do; it is not for me to decide what must be done. You must do that because you must implement whatever decisions you make.

*This article is based on Professor Wilson's paper, "ALA, the MLS, and Professional Employment," which she presented at Annual Conference in Dallas at a meeting sponsored by the ALA Office for Library Personnel Resources Advisory Committee.

Non-issues a waste of time

We can begin by clearing away some deadwood. These are not issues, and time spent discussing them as though they were relevant to the problem is time that could be better spent elsewhere.

The first non-issue is the perennial question of whether librarianship is a profession. It is the viewpoint of some that it is not: therefore, its educational standards cannot and should not be defended. The fact of the matter is that way back in the 19th century librarians made a decision to organize their work as a profession. They did not choose to organize their work as a trade or a craft or in a union.

Profession, in essence, is a way of organizing work, a method for organizing an occupation in order to accomplish occupational goals. Librarians chose the professional organizational method as a means of exerting some control over how their work would be done and how it would develop. By this method they intended to mark out their occupational territory and to protect their occupational interests. By this method they intended also to serve society well, and to assure that good library service would be provided and new knowledge and new methods would be used to improve the service.

When an occupation begins to professionalize, it says to society, in effect: "Give us charge of this service . . . In exchange for our providing a quality service . . . we will be given autonomy . . . esteem . . . and financial reward."

This continuing improvement was to be for the benefit of society, but it was also to be for the benefit of librarians, for they wished to be valued and to be seen as competent and needed. Providing good service was a way to achieve that goal.

Through the years librarians have held to their original choice and built on it. Librarianship today remains organized as a profession. That fact is what counts —not whether it meets every characteristic associated with professions to the highest degree. No profession achieves that level of fidelity to the professional model. What counts is that librarianship *is* organized as a profession and *uses the*

[Some people who] believe ALA should have entered the Merwine Case . . . attribute its failure to do so to the fact that its energies and resources are inappropriately divided. . . . These people believe that ALA's goal should be to focus on librarians and their interests, not on libraries and library service.

methods of a profession to achieve its occupational goals. Thus, the question of whether librarianship is a profession is a non-issue in the present problem.

Another non-issue is whether it is appropriate for ALA to fight to protect the interests of librarians in situations such as the Merwine Case, where there was some dispute over whether facts or principles were involved. Some people believe that principles are worthy of defense but a defense should be made only when there is a relatively sure prospect of winning and facts are not in dispute. We all acknowledge as legitimate that the purpose of a union is to protect the economic interests of its members—to "rig the market," as it were, in their favor. Not so widely acknowledged is the fact that this is also one of the purposes of the professional association.

The union's method of accomplishing the purpose is coercive economic pressure —the threat of work stoppage. The professional association uses other methods. Among them are supervising the education of its members and setting standards for its service. Another is keeping members' knowledge up-to-date by publishing research and practical help in journals and books. Still another is lobbying governments to secure passage of legislation favorable to its members' interests. Finally, the association sets standards for entry into the profession and seeks to enforce those standards. The association's goal in all of these activities is to improve the market for its members by making them and their service better and thus more highly valued. So much for the two non-issues on which more time spent would be time wasted.

Merwine: should ALA have stepped in?

A viewpoint related to one of the non-issues can also be laid aside. Persons holding this viewpoint believe ALA should have entered the Merwine Case. They attribute its failure to do so to the fact that its energies and resources are inappropriately divided. That division is set forth in ALA's goals statement, which reads as follows: "The American Library Association is an organization for librarians and libraries with the overarching objective of promoting and improving library service and librarianship." These people believe that ALA's goals should be to focus on librarians and their interests, not on libraries and library service.

The fact of the matter is that ALA must focus on both. We have already covered why ALA must be concerned with the interests of librarians—it must attempt to create favorable market conditions for members of the profession. But why must ALA also be concerned with the quality of library service?

It is because librarians chose to organize their occupation as a profession. When an occupation chooses the path of professionalism, it is in effect claiming to have a special relationship with society. Furthermore, it is claiming that it can be trusted to have that special relationship. When an occupation begins to professionalize, it says to society, in effect: "Give us charge of this service that needs to be provided. We will provide a quality service and take responsibility for assuring that the service is good and meets society's needs. In exchange for our providing a quality service upon which society can depend, we will be given the autonomy necessary to provide the service in the way we determine will best meet society's needs, we will be regarded with some esteem, and we will be rewarded financially."

So the "special" relationship is an exchange relationship in which the profession receives benefits—autonomy, recognition, and financial reward—and society receives the benefit of a quality service. Thus the need for the profession to be concerned with the quality of its service is inherent in the concept of profession. It is inherent because a profession assumes responsibility for the service. Therefore, ALA's goals statement is not the cause of the problem. ALA's goals statement is appropriate for a profession.

Two sides not so far apart

To put the problem of ALA, the MLS, and professional employment into proper perspective, we must realize that the two ALA membership groups who represent differing points of view in this situation are not on opposite sides of the fence, although they may think so on occasion. Both are deeply concerned about the same problem. They are simply focusing on different parts of it. The fundamental problem they are concerned with is control of entry into the profession: Who is to define what a librarian is? Is it the profession itself that sets the standards or is it some external group?

One membership group, exemplified in the Office for Library Personnel Resources Advisory Committee, is focusing on short-term goals. It is trying to provide librarians with immediate help on employment practices insofar as those practices are concerned with minority hiring. It has tried to inform librarians about the situation and to suggest ways to handle it. In short, it is trying to help librarians with the day-to-day practical problems involved.

One view [among ALA members] believes legal defense of the MLS is the wrong course to follow. It would be lacking in common sense and would be a fruitless venture because the MLS has not been validated.

The other membership group is focusing on a long-term goal: preserving control of educational standards for entry into the profession. Gaining such control has been a long process and has been only moderately successful. This group seeks to guard against erosion of what has been achieved. It believes that such an erosion would be likely to have an adverse economic effect on librarians and cause library service to deteriorate as well. To illustrate a possible erosive effect, consid-

er the entry requirements for librarians under Ohio Civil Service: a seventh-grade education and two library science courses. What sort of message does that send about the knowledge and skills needed to be a librarian? What is a job worth that requires only a seventh-grade education?

Legal defense may prove fruitless

This second group, then, seeks to maintain educational standards through defense of the MLS, including legal defense. Another viewpoint opposes such action. This view believes legal defense of the MLS is the wrong course to follow. It would be lacking in common sense and would be a fruitless venture because the MLS has not been validated. Defense of the MLS is likened to the hallucinatory behavior of Don Quixote jousting at windmills.

A variant of this viewpoint is that legal defense of the MLS is wrong—by implication morally wrong—and would be imprudent as well. This view is illustrated in the statement of a government official to the effect that "the library profession needs to reconcile high professional standards with those of equality." Coupled with that statement was another suggesting that a definitive court case might do away with the profession's standards entirely. Therefore, it would not only be morally wrong to defend the MLS but imprudent as well.

The thing to note about the government official's statement and similar ones is that they are political statements, reflecting a political position and a political act. They are not edicts from a Supreme Being. We are citizens of a democracy and have the right to challenge any political statement, position, or act if we deem it in our best interest to do so. We need not be intimidated into acquiescence by such statements.

There is risk involved, of course. If we challenge a political position or act, we may not win. But even though our challenge may not be successful, the appropriateness of challenge and our right to challenge are indisputable. So much then for the difference between the two ALA membership groups. Both are concerned with the same problem. Both approaches to dealing with the problem are valid. The groups are simply focusing on different parts of the problem—short-term versus long-term goals.

Membership: clarify ALA goals

So we come to the first area that needs clarification and some decisions from

Is formal, definitive validation of the MLS a reasonable goal? . . . By definitive validation I mean the type that could withstand a determined attack by an agency of the federal government.

ALA membership: goals. What should the short-term goals of the Association be? What should the long-term goals be? Having clarified the goals, members must decide which goal is to have the highest priority, since resources—time, effort, and money—are limited. To illustrate, validation of the MLS might be considered as a goal. Is formal, definitive validation of the MLS a reasonable goal? Is it something the profession can hope to achieve, or is it a will-o'-the-wisp that can never be grasped? By definitive validation I mean the type that could withstand a determined attack by an agency of the federal government.

There is evidence that validation may be a will-o'-the-wisp—a goal so difficult and costly that for all practical purposes it probably cannot be achieved. Many large corporations, for example, have abandoned attempts to validate their hiring requirements. Moreover, some scholars believe that validation is, in effect, a device to pressure large corporations to hire by the quota system. Validation appears to be an effective pressure device precisely because it is too difficult and too costly to achieve.

In sum, although libraries differ from corporations, you may wish to review the evidence that exists. If you conclude that it is valid, you may decide not to put more resources into attempting definitive validation of the MLS.

Who benefits from MLS defense?

The second area that requires clarification and a decision concerns constituency and handling of conflict. Judging from past conflict situations, ALA's preferred operating style can be characterized as conciliatory. ALA as a body of members, officials, and staff, tries very hard to produce a satisfactory compromise in which there are few losers or, if that is not possible, at least no severely damaging losses. Resolution of the present problem with the MLS may not lend itself to such a felicitious outcome because the question that needs to be decided is that of constituency.

Who is the constituency for ALA actions? Whom does ALA have an obligation to defend? Suppose the course of action chosen is strong defense of the MLS. Who is to benefit from such action? Is it members of ALA or is it holders of the MLS? Is it a minority group? Is it school librarians who have a 27-hour certification or a degree in educational technology? If you try to assure that there are no losers or that losses suffered are not damaging, you may undermine your position and make satisfactory resolution impossible. In sum, the constituency for defense of the MLS is an area that needs clarification, and no matter what course of action Membership chooses, some persons will benefit but others will be harmed.

Are librarians special?

The final area requiring clarification is the nature of librarianship and its knowledge base. A sufficient level of consensus about these is needed if defense of the MLS is to be effective. Is librarianship a specialized occupation? Is it a speciality within a wider field of information-related occupations, or is the work of librarians interchangeable with that of other information workers? To put it another way, is the knowledge used by librarians in providing library service specialized or not? Is there anything special that needs to be learned about libraries and library service, or are general knowledge and practices about information processing and handling sufficient? Perhaps general knowledge, good sense, and on-the-job training are sufficient.

Reading library literature could cause one to doubt that there is a sufficient level of consensus about answers to such questions. Careless criticism of library education is a regular feature of library literature and has been throughout most of this century. Here are a few examples of this type of criticism:

> I am anti-library schools. They teach details that can be learned by a bright teenager in a few months.

> Ten percent of what is taught is valuable. The other ninety percent could be better taught in-house,..

What is being criticized here is the knowledge base of librarians—the knowledge they use to provide library service. If

Careless criticism of library education is a regular feature of library literature . . . It is safe to assume that such criticism has some influence on the perception [people outside the field] have of librarians and the body of knowledge they need to do their work.

this knowledge is so inconsequential and trivial, as depicted in the criticism, a credible defense of the MLS becomes difficult. Librarians seem to think that no one else reads their literature. In fact, many other persons read it. Among them are social scientists who may have been commissioned by the profession to study some aspect of librarianship. Other social scientists read it when they study the profession as part of their disciplinary studies. Government officials such as those in the federal Office of Personnel Management read the literature. Members of library boards who hire librarians read it, as do community leaders such as those who participated in the White House Conference on Library and Information Services. It is safe to assume that such criticism has some influence on the perception these persons have of librarians and the body of knowledge they need to do their work.

Related to the issue of the nature of librarianship and its knowledge base is another issue that may arise in the future. This issue is the use of the generic term *information* to characterize library service and the work of librarians. Are we laying the groundwork for future problems by such usage?

The editor of *American Libraries* in his March 1984 editorial (p. 124) questioned the appropriateness of the term information to encompass libraries and what they do. As he noted, language shapes attitudes. When people stop saying library will they, he asks, stop thinking about the library except in terms of one of its narrower functions? The state librarian of Missouri, Charles O'Halloran, expressed similar misgivings in his March 1984 editorial in *Show-Me Libraries* (p. 3–4). O'Halloran believes libraries are not simply places one goes to find information, but places one goes to find answers to "why" questions—not simply to find out that something happened but to find out why it happened. What is its meaning? What is its value? O'Halloran fears that use of the term information to characterize libraries diminishes what they are and may similarly diminish librarians, turning them into technicians.

Along similar lines, if information is used as an all-inclusive term and no distinction is made between librarians and other information workers, will library education come to be thought unnecessary? Will it be abandoned in favor of an undergraduate program in information science or information studies?

I end with those thoughts just in case your capacity for productive worrying exceeds that demanded by the present problem. □

Pauline Wilson is a professor at the Graduate School of Library and Information Science, University of Tennessee/Knoxville.

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No signature, no library

A primary teacher asks why young children must print legibly to use the library

by Rose Marie Anthony

Many communities require young children to print their names legibly to qualify for a library card. I say this requirement is irrelevant to a child's readiness to use the library.

Since I have been a primary teacher for more than two decades and a children's services director in a public library for eight-and-a-half years, I know that motor coordination has nothing to do with the pleasure they derive from holding their own library cards or picking out their own library books.

A scribbling kindergartner

I will never forget the frantic mother of Robert, a kindergartner. Sent to me for counsel, she explained that Robert's kindergarten teacher wanted to keep him another year because his work was rarely finished, and what was done was totally illegible—scribbling, you might say. Because he could read—and no one had taught him—the mother felt her child was not slow or retarded. She did agree that his work was sloppy.

After the mother set up an appointment for the child to come for diagnostic testing, Robert and I met. I asked his mom to send along several of his kindergarten worksheets. Illegible? True. But he understood everything that was on them. He could read and comprehend all the fine-print directions addressed to the teacher. I asked him to read from primers to higher-level books. Then I administered a diagnostic reading test. His comprehension registered a sixth-grade level.

My point: This very Robert who was reading and comprehending on a sixth-grade level would have been denied a library card where writing one's name legibly on a small application form is a requirement. To compound the injustice, he likewise could have

Librarians comment on requirement

AL checked with several children's-services coordinators in public libraries to find out whether young children had to print their names legibly to obtain a library card.

Dorothy English, children's services director at the Seattle Public Library system, reported that children must meet the requirement, but first their parents could print the names so the children could copy them. "It is acceptable so long as the children can print the letters, and we keep providing them with cards until they can.

"They're treated no differently than adult card applicants. We don't discriminate by age," English said. "Children have a line almost five inches long on which to print their names, which should give them enough room."

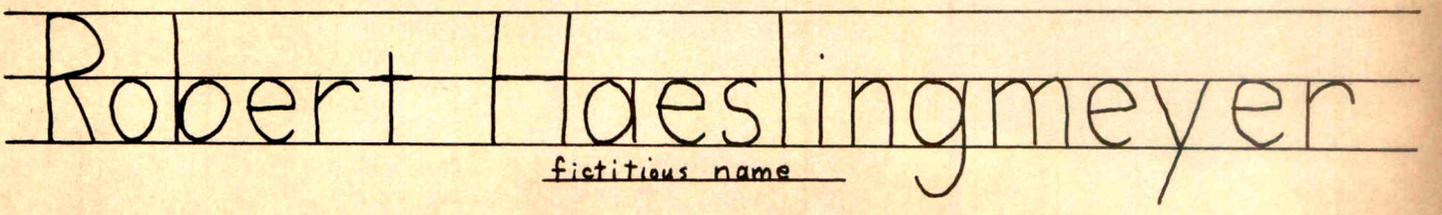
Sara Miller of the White Plains (N.Y.) Public Library and Amy Kellman of Pittsburgh's Carnegie Public Library both commented that the legible-signature requirement has been under serious discussion in the field for years. Miller said, "I am not comfortable with the requirement, and I know a lot of others aren't."

Her library accepts almost any scrawl, she said, and first name only is enough. "Patrons should be old enough to realize they have their *own* card. As soon as it is established that they know what it is to print their own name, we have never turned *down* a signature. We don't worry about the child fitting the name within the lines on the application."

Kellman agreed that young patrons should have a library card when they're "old enough to have a sense of community and know what having a card means." In her opinion, children should not be given fat pencils with thick lead, but should have a regular pencil that supports their self-image of being old enough to have a card. At Carnegie, the rule is enforced with good spirit, not rigidly, she said.

Jill Locke, children's librarian at the Farmington Community Library in Farmington Hills, Mich., felt the requirement was justified. "For the child, it is signing a contract. Taking that step into a new stage of life is a form of responsibility. To obtain a card makes children feel fulfilled," she said. Her library does not disqualify applicants whose printing exceeds the lines, which are about ¾" high. "We don't discriminate. I would be sad if inability to print their names stopped children. The public library is for everyone."

Margaret Litherbury at San Antonio (Tex.) Public Library admitted that no three-year-old could come in and make chicken scratches and come away with a card. "We have the requirement, but we're lax about it. Little children *do* struggle to print their names, so we don't insist on perfect signatures." —*E. McC.*



Kindergartners are used to writing on lined paper even larger than this, with capitals about an inch high. Yet applications for library cards often provide less than a half-inch for children's signatures.

spent another boring year in kindergarten doing reading readiness work.

Young children print LARGE

Do librarians realize that children in kindergarten and primary grades write on lined paper that is usually wider than this publication is long? They must use two spaces for capital letters, which makes the capitals one inch high or higher. (The space between lines becomes narrower by third grade.)

Many library systems ask young children to print their signatures on a space about five inches long and only one-quarter inch high.

Skinny pencils another stopper

To further complicate things, very young children write with fat pencils that have thick lead. Being handed a skinny pencil or ballpoint pen for a printed signature is unfair to the child.

For three years, I worked with kindergarten teachers who wanted each of their students to have a public library card by May, so the children would use the library during summer recess. In January, to allow time for processing, I supplied the teachers with a pack of application cards from the library. These were to be sent home with specific instructions on obtaining the child's printed signature. No nicknames were permitted. Children had to print first and last names legibly in the cramped space provided; otherwise, the card would be rejected by the person checking the signature at the local library or the downtown central library, where all the cards in the system were processed.

Frustrated on all sides

Parents and teachers often were totally frustrated trying to force the children to do something that most of them were totally incapable of doing on the first try: namely, write their names in a tiny space. A concession of using a pencil was made. Every year, the library system rejected approximately one-fifth of the cards because the name was not legible or a nickname had been used. Then the cards had to be sent back to school or home to be erased and agonized over, delaying the processing time even more.

Parents ultimately responsible

Of what use is a young child's printed signature? Isn't it the parents who are finally responsible for the books of very young children? They must sign to that effect. Having all their children enrolled in a public library is a real plus. Encouraging parents to use the library for the whole family increases circulation and patron counts and general library support. Parents feel good when the return on their tax dollar benefits even their youngest.

I urge you who follow the printed-name system to *change your system*. If you feel the need of some regulation, go with age: e.g., All children 4 years old and up may have their own library cards. Or, if you really want parents to encourage library use from the youngest age on, abandon minimum age requirements. Finally, you could ask parents to fill out the complete application card for the young.

If my hopes are realized, someday all children may joyfully receive a *free* library card and not have to pay the price of squashing their names into a restricted space on an application form only to have it rejected for illegibility.

I challenge any librarian to reasonably explain to small children why their applications were rejected when they'd tried so hard. □

Rose Marie Anthony leads reading, storytelling, and other workshops for teachers and librarians. She taught young children for 23 years and directed children's services at the Oak Creek (Wis.) Public Library in 1973–82.

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HEAD, ACQ. DEPT. Coords. activ. for monog. acq. dept.: preordr. verif., jobber selec., fund acctg., O-P, publication cats., gifts, etc. Supervises a staff of 1 nonprof. & students. Oversees monog. budget slightly over $100,000/yr. IIT uses OCLC for preordr. verif. & plans to implement OCLC/acq. subsyst. Req.: ALA-MLS; 2 yrs.' tech. svc. exp., pref. in acq. or cat'lg.; knowl. of 1 foreign lang. Flexibility, good communication skills essen. Sal. from upper teens. Res. & 3 ltrs. of ref. by Oct. 1 to: Maristell Dixon, Ill. Inst. of Technology, 3300 S. Federal, Chicago, IL 60616.

HEAD, SERIALS DEPT. Coordinates activ. of 4 nonprof. in a serials dept. resp. for all serials work: acq., check-in, claims, invoices, cat'lg. union list, bindery, dup. exch. IIT uses OCLC for cat'lg. & serials cntrl., & LCS. Req.: ALA-MLS; 3 yrs.' tech. svc. exp., pref. in serials or cat'lg.; knowl. of one foreign lang. Flexibility, good communication skills necessary. Supvsy. exp. desirable. Salary from upper teens. Resume & 3 ltrs. of ref. by Oct. 1 to: Maristell Dixon, Ill. Inst. of Technology, 3300 S. Federal, Chicago, IL 60616.

ASST. TO THE DIR. (Ln. III). Resp. to incl. budgeting & acctg., plng. for autom., monitoring phys. plant & equip't., & others as assigned. A unique oppty. for adv. prof. growth. Master's degree in lib. or info. sci. from an accred. prog. & at least 4 yrs.' progres. resp. lib. exp. req. Ideal person will have had meaningful exp. & ed. in budgeting/acctg. & computer/lib. autom., & will have abil. to communicate effec. & to estab. a positive rapport w/lib. staff. Sal. range is $20,580-$30,144, negotiable dep. on exp. Apply by Sept. 21. Send ltr. of appl. together w/names of at least 3 recent ref. to: Fred MacGregor, Dir., Off. of Persnl. Svcs., Twamley Hall, U. of N.D., Grand Forks, ND 58202.

LIB. COORD. (2 POSITIONS). Work under gen. direction of deputy dir. for info. resources. 1) CAT'LG. SVCS.--direct org., bibl. cntrl. & proc'g. for state lib. & proc'g. ctr. srvg. pub. lib. systs. & institutional libs. OCLC for regular & retrospective conversion & orig. cat'lg. Req. ALA-accred. MLS w/3 yrs.' exp. in cat'lg., knowl. of AACR2, LCSH, DDC, MARC formats, LC class. & descrip. practices, & OCLC cat'lg. subsyst.; demon. org'l. & supvsy. competencies w/min. one yr.'s supvsy. exp.; effec. communication & interpersonal skills. 2) DOC'T. SVCS.--direct acq. & org. of state & fed. doc'ts. for offcl. depos. collec. of state lib.; state doc'ts. depos. prog.; & fed. doc'ts. reg'l. depos. prog. in Ark. Reqs. ALA-accred. MLS, 3 yrs.' exp. incl. fed. or state doc'ts.; knowl. of the depos. policies & regulations; demon. org'l. & supvsy. competencies w/min. one yr.'s supvsy. exp.; effec. communication & interpersonal skills. Salary: $18,434-$21,632. Closing date Sept. 30. Submit appl., resume, creden., & ltrs. of ref. to: Kathryn M. Smith, Deputy Dir. for Admin., Arkansas State Lib., One Capitol Mall, Little Rock, AR 72201.

LIB. CONSULTANT II (2 POSITIONS). Work under gen. direction of coord. of ext. svcs. 1) GEN. CONSULTANT to pub. lib. systs. for plng., fiscal support, promotion of svcs., policy & mgmt. procedures, trng. & staff dvpt., monitoring LSCA subgrant projs. 2) SPECIALIST in pub. lib. construc./uses of microcomputers. Reqs. ALA-accred. MLS w/at least one yr.'s prof. exp. Salary $17,160-$19,136. Closing date Sept. 30. Send appl., resume, creden., & ltrs. of ref. to: Kathryn Smith, Deputy Dir. for Admin., Arkansas State Lib., One Capitol Mall, Little Rock, AR 72201.

LN. I--ASST. REF. LN. Div. of ref. & loan prov'g. full range of svcs. to indivs., libs. statewide, & state agencies. Located in Concord, N.H. MLS (ALA-accred.) + 1 yr.'s ref. exp. req. Trng. in online bibl. srchg. pref. Sal. $15,444-$18,681. Closing date Sept. 14. Obtain appl. from & return to: N.H. Dept. of Persnl., Statehouse Annex, Concord, NH 03301. For further info., contact: Stella J. Scheckter, N.H. State Lib., 20 Park St., Concord, NH 03301; 603-271-2143. Equal-opportunity employer.

ASST. HEAD OF ADULT SVCS., Asheville-Buncombe Pub. Lib., Asheville, N.C. Resp. for assisting in coord'g. & supvsg. adult svcs. oper. in ctrl. lib., incl. collec. dvpt., staff orien. & trng., directing ref. svcs., & prog. plng. ALA-accred. MLS w/1-2 yrs.' related exp. pref. Beginning salary $13,052. Send ltr. of appl., resume, & names & addresses of 3 ref. by Oct. 1 to: Nancy Hammond, 67 Haywood St., Asheville, NC 28801.

REF. & ILL LN. for a reg'l. pub. lib. syst. in east ctrl. Alabama. ALA-accred. MLS req. Abil. to work well w/people essential. Salary $12,600, 4 wks.' vacation, other ben. Interested applicants should write to: Susie Anderson, Dir., Horseshoe Bend Reg'l. Lib., 203 West St., Dadeville, AL 36853.

CAT'LG. LN. To join the staff of med.-sized acad. lib. using LC class. & OCLC. Under dir. of hd. catlgr., resp. incl. orig. & copy cat'lg. of monog., serial, music, & nonprint mat'ls., plng. for lib. autom., as well as ref. svc. on rotating basis. ALA-accred. master's in lnshp. req., exp. in OCLC/MARC formats, & music cat'lg. des. Lns. at Drake U. have fac. rank & status. Sal. range: $14,000-$15,500. Fringe ben. incl. 22 days' vac., insurance, & TIAA/CREF. Closing date Sept. 30. Send appl. incl. res. & ref. to: William A. Stoppel, Dir. of Libs., Drake U., Des Moines IA 50311.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Educational Notices: Line-by-line or display format. For price schedule, see Rates for Advertisement box in **Datebook.**

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: $5/line. ALA institutional members receive 20% off ($4/line).

Display: Boxes, larger type, prominent format. $50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10. For Positions Wanted, box numbers are free-of-charge.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number **within 2 weeks of placement of advertising.** Later receipt will result in incomplete billing.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Ads by Phone

The following applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

1) Telephoned copy will be accepted **only at the discretion of the LEADS editor,** depending on time available.
2) **A surcharge** of $5 total for line-by-line and $10 total for displays will be charged for all accepted telephone ads.
3) All accepted telephone ads **must be followed by written confirmation, including full text of the ad,** within two weeks.

Late Job Notices

As space permits, Late Jobs are taken after the general copy deadline has passed. **By phone only, beginning 10th of the month.** $10/line. ALA institutional members 10% off. See complete instructions in section.

Consumer Classies

Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) $5/line; **multiple insertion discounts on total cost:** 2–5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

Address

Place all notices with Beverly Goldberg, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; (312) 944-6780 x326.

JOBLINES

Joblines will appear in full on a quarterly basis—February, May, July/August, and November—and in abbreviated form the rest of the year. Space saved will be devoted to expanded Positions Open listings.

For complete Jobline info.: J/A *AL*, p. 502.

ASIS, (202) 659-1737; **ACRL,** (312) 944-6795; **Ariz.,** (602) 278-1327; **Br. Columbia,** (604) 263-0014; **Calif.,** (916) 443-1222 or (213) 629-5627; **CMLEA,** (415) 697-8832; **San Andreas-S.F. Bay/SLA,** (415) 339-9541; **S. Calif./SLA,** (818) 795-2145; **Colo.,** (303) 866-2210; **Conn.,** (203) 727-9675; **(D.C.) Metro. Wash.,** (202) 223-2272; **Del.,** call N.J. or Pa; **Fla.,** (904) 488-5232; **Ill.,** (312) 828-0930; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Md.,** (301) 685-5760; **Midwest,** (517) 487-5617; **Mo.,** (314) 449-4627; **Mountain Plains,** (605) 624-2511; **Nebr.,** (402) 471-2045; **New Eng.,** (617) 738-3148; **N.J.,** (609) 695-2121; **N.Y.,** (212) 227-8483; **N.Y./SLA,** (212) 753-7247; **N.C.,** (919) 733-6410; **Okla.,** (405) 521-4202; **Ore.,** (503) 585-2232; **PLA,** (312) 664-5627; **PNLA,** (206) 543-2890; **Pa.,** (717) 234-4646; **R.I./SRRT,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C., Univ. of,** (803) 777-8443; **SLA,** (212) 460-9716; **Tex.,** (512) 475-0408; **Va.,** (804) 355-0384; **VA Lib. Network,** (202) 389-2820; **W.Va.,** call Pa. Coop. Job Hotline.

RFP

Request for proposal for **SPACE UTILIZATION RENOVATION AND POSSIBLE EXPANSION.** Proposal deadline Sept. 28. For proposal specifications, contact: Judith Drescher, **Champaign Public Library and Information Center, 505 S. Randolph, Champaign, IL 61820; 217-356-8207.**

POSITIONS WANTED

ENERGETIC, ENTHUSIASTIC LIBRARIAN, class of '82, seeks full-time, entry-level position in university archives or reference department. Specialty in archives. Background in history, online databases, and reference. Archival volunteer in major art museum. Published an archival guide. Reference intern at university. Employment background in retail sales. Will relocate anywhere. Contact: Patricia Tomczak, 18974 Beland, Detroit, MI 48234; 313-839-9788.

CATALOGER with international experience seeks position in research/special library. Martha Childers, Union Star, MO 64494; 816-593-2517.

AUGUST 1984 GRADUATE (ALA-MLS) seeks entry-level position in public library. Coursework in cataloging (AACR2), reference, information systems, systems analysis, children's literature, young adult literature, library management, technical services. Familiar with OCLC. Southeast or Southwest preferred. Contact: Mike Coleman, 350 Price St., Oxford, MS 38655; 601-234-5935.

REFERENCE POSITION/ILL POSITION (ENTRY-LEVEL) wanted in Academic or large automated Public Library. BS—1976 Art Major; MLS—1982; MS in Information Science—April 1984. ALA-accredited at Western Michigan University. 2 yrs.' public library experience. Solid reference background. Online Search experience with DIALOG and ORBIT. Computer experience with CLSI, Apple IIe, and DPL. Strong interest in bibliographic instruction. Reply to: Paula K. Weessies, 7098 Kevin Ct., Hudsonville, MI 49426; 616-669-1492.

CHILDREN'S LIBRARIAN. FULL OR PART-TIME in Md., Va., or D.C. area. 8 yrs.' exp. storytelling, reference, supervision, purchasing, AV, program, puppetry, arts/crafts, parenting, exhibits, outreach. Energetic. Professional & School librarian certificates. B. Gibbs, POB 70332, Chevy Chase, MD 20813; 301-951-3599.

POSITIONS OPEN

ACADEMIC LIBRARY

Assistant government publications librarian. The Otto G. Richter Library at the University of Miami is a federal and a state document depository. We seek a librarian to assist in the work of the government publications department. The assistant government publications librarian will report to the head of department and will select, acquire, process, and service government publications. Qualifications required are the ALA-accredited MLS or its ALA-accredited equivalent. Experience with documents collection, online searching, and academic library reference work will be useful. Applications will be welcomed from beginning librarians who have an interest in and aptitude for academic library public service. Beginning salary ranges from $14,000 to $19,000 depending on experience and qualifications. 12-mo., faculty, tenure-track appointment, available immediately. Benefits include tuition remission, paid pension plan, partially paid insurance plans, moving allowance, one mo.'s vacation. **For full consideration please send, before Sept. 30,** a letter of application, a resume, and the names of 3 references to: Ronald P. Naylor, Assistant Director for Administrative Services, **University of Miami Libraries, POB 248214, Coral Gables, FL 33124.** An EO, AA employer.

Assistant head of catalog department (search reopened). Supervises and coordinates monographic acquisitions and cataloging under the direction of the department head. Participates in planning and development of departmental policies and procedures, and in collection development. Department staff of 13 includes 3 librarians. Western Carolina University is one of the constituent institutions of the University of North Carolina System, and is located 45 miles west of Asheville in a valley between the Blue Ridge and Great Smokey mountains. Required: MLS from an ALA-accredited school, minimum of 2 yrs.' experience in an academic or other large library, including a strong background in original cataloging, LC classification and subject headings, AACR2, OCLC formats, and MARC tagging.

Deputy Executive Director
American Library Association

ALA seeks applications of outstanding individuals for the position of deputy executive director. This position is responsible for coordinating the planning and administration of the program activities carried out by the divisions, offices, round tables, and committees of the association. The deputy executive director also serves as staff liaison to several major ALA committees including Standards, Personnel, and Planning; plans and supervises preparation of the ALA handbook and other reports; supervises approximately 50 persons with budgets exceeding $3 million; functions as acting executive director in the absence of the executive director.

The position requires an ALA-accredited MLS and extensive knowledge of library operations and the profession. Demonstrated competence at the senior management level, knowledge of the operations of associations in general and ALA specifically, as well as communication skills, are expected.

Salary: $45,000–$68,000 annually.

Benefits: TIAA/CREF, health, life, and disability insurances, 22 days' vacation annually.

Send resume by Sept. 15 to: **ALA Personnel Office, 50 E. Huron St., Chicago, IL 60611.**

An affirmative-action, equal-opportunity employer

Record of successful supervision and training of full-time staff is essential. Preferred: willingness to accept responsibility, the ability to work harmoniously with the library staff, and excellent written and oral communication skills are strongly preferred. Position is 12-mo. faculty appointment, tenure-track, TIAA/CREF. Salary range: $16,500–$18,300. **Send letter of application, resume, and names, addresses, and telephone numbers of 3 current references by Oct. 15** to: Deborah Babel, Chair, Search Committee, **Hunter Library, Western Carolina University, Cullowhee, NC 28723.** Western Carolina University is an AA, EEO employer.

Assistant professor (tenure-leading). Serials division, starting Jan. 1, 1985. Catalog, classify, recatalog, reclassify print and nonprint serial titles using the OCLC system; train and supervise classified employees in routines of serials cataloging section; make series decisions and do name authority work for serials. Requires graduate degree from a program accredited by the American Library Association, good working knowledge of at least one foreign language (Eastern European or Russian preferred), and knowledge of AACR2. Familiarity with OCLC preferred. Salary dependent upon the qualifications of the successful applicant. Depending on the availability of funds, the minimum salary could be $17,000 for a 12-mo. contract. **Apply with full resume plus names and current addresses/telephone numbers of 3 references by Oct. 19** to: Larry L. Kahle, Associate Dean of Libraries, **106 Love Library, University of Nebraska–Lincoln, Lincoln, NE 68588-0410.** Affirmative-action, equal-opportunity employer.

Assistant university librarian for personnel, University of California, Davis. Reports directly to the university librarian, with primary responsibility for personnel matters in the General Library: ensures compliance with university/campus personnel policies and procedures; serves as the library's affirmative-action officer and as a campus sexual harassment advisor; responsible for all recruiting activities; serves as staff development officer for the library; administers collective bargaining agreements covering academic and staff personnel in the library; oversees preparation of the personnel budget; initiates and monitors merit salary programs for academic and career staff personnel; serves as library representative to major campus personnel committees; with other members of the library administration, participates fully in developing policies for the advancement and management of the UC/Davis library system. Applicants should have a graduate degree in librarianship, or its equivalent, from an ALA-accredited institution. Demonstrated successful professional experience in an academic research library, including some supervisory experience, is essential. Extensive experience in administering personnel policies, preferably in a complex organization setting, is required. Experience with collective bargaining helpful, but not essential. Appointment will be made at the assistant university librarian rank, which has a salary range of $35,500–$56,400 per yr. Hiring salary will be commensurate with qualifications and experience. **Applications must be received no later than Oct. 5.** Applicants should send letters, resumes, and the names of 4 referees to: Wm. F. McCoy, Acting University Librarian, **108 Shields Library, University of California, Davis, CA 95616.**

Assistant university librarian for public services, San Diego State University Library. The SDSU Library serves 35,000 students and faculty, with a total collection of 900,000 vols. and a $6 million budget. General duties: responsible for the overall management of reference services and collection development. Works in close consultation with the heads of the reference units and the head of collection development to ensure the coordination and integration of these areas. Reference units include general reference, government publications, media and curriculum center, science, computer search service, and instructional services. Public service staffing consists of 22 reference librarians and 18 support staff. The assistant university librarian reports directly to the university librarian, and as part of the management team, participates in resource allocation, immediate and long-range planning, and overall policy development. Qualifications: MLS or equivalent from ALA-accredited school. Other advanced degree desirable. Experience in reference work and collection development. Administrative talent as demonstrated by successful academic library management experience, including evidence of progressive growth in responsibilities. Proven skills in leadership, human relations, and oral and written communications. Familiarity with collective bargaining environment desirable. This is a management position, and as such is excluded from the faculty collective bargaining unit. Salary range: $30,000–$45,000. Available: Nov. 1, although later appointment is possible. Appointment is subject to budget constraints. **To ensure consideration, applications should be received by Oct. 8.** Please submit letter of application with resume and names of at least 3 references to: Marti Gray, Ref. AUL, **San Diego State University Library, San Diego, CA 92182-0511.** Affirmative-action, equal-opportunity, Title IX employer.

Audiovisual and catalog librarian (search extended). Concordia College, a 2,500-student, liberal arts college affiliated with the American Lutheran Church, has an 11-mo. administrative position with responsibility for the operation of the AV department which includes a TV studio and a language lab, and for the management of cataloging of the acquisitions into the LC library collection using OCLC. Requirements: ALA-accredited graduate degree, managerial ability, experience with AV/TV equipment, OCLC and LC classification. Salary from $19,000 depending on qualifications and experience. Position available immediately. **Closing date is Oct. 1** or until the position is filled. Send letter of application, resume, and 3 letters of recommendation to: Verlyn D. Anderson, Library Director, **Carl B. Ylvisaker Library, Concordia College, Moorhead, MN 56560.** AA, EOE.

Automation manager. The University of Wisconsin-Madison General Library System (GLS) has reopened the search for automation manager. This is an academic staff position that reports to the director of the GLS. Benefits include vacation, sick leave, insurances, retirement. Salary minimum: $30,000. Qualifications: advanced degree in information science, computer science, or library science; education in systems analysis, principles of programming and system design, and information technology; ability to analyze complex systems; experience in planning library auto-

Duke University

invites applications and nominations for the post of

UNIVERSITY LIBRARIAN

The University Librarian directs all aspects of the Perkins Library system and has responsibility for a collection of 2.8 million printed books (of the 3.3 million in the Duke University Libraries), 5.9 million manuscripts, a staff of 205 people, eight branch libraries, and a budget of $6.8 million. This position reports to the Provost and is a faculty appointment. Salary is negotiable, in the range of $60,000.

Applicants should demonstrate evidence of scholarship and command of the current appropriate technologies and have substantial experience in the functioning of major academic and research libraries.

Nominations and applications should be submitted prior to 15 October 1984. Applications should include a Curriculum Vitae. Correspondence should be sent to: Frank L. Borchardt, Chairman, Librarian's Search Committee, Department of German, Duke University, Durham, NC 27706.

Duke University is an Equal Opportunity/Affirmative Action Employer.

DIRECTOR OF LIBRARIES

The University of Texas at Arlington invites applications and nominations for the position of Director of Libraries. The University of Texas at Arlington is the fifth largest university in Texas and the second largest in the UT System. Located in the geographic center of the Dallas/Fort Worth metroplex, the University enrolls over 20,000 undergraduates and 3,000 graduates in 39 bachelors, 47 masters, and 16 doctoral programs. The faculty numbers over 900 part- and full-time members in 9 colleges and schools.

The Director of Libraries reports to the Vice President for Academic Affairs and manages a central library facility and one branch with a collection of 910,000 volumes and 4,000 periodicals. The Library includes a division of special collections and archives and is a federal and state government depository. It has an operating budget of $3 million and a staff of 95, including 35 professionals.

Qualifications:

- Demonstrated commitment to academic excellence, scholarship, research and the support of graduate and undergraduate instruction;
- Master's degree from ALA-accredited library school; other advanced degrees preferred, doctorate desirable;
- Extensive and varied professional library experience including at least five years administrative experience with fiscal planning, program development, and personnel management of an academic or research library;
- Knowledge of current trends and applications of information technology;
- Proven leadership ability and superior communication skills;
- Evidence of ability to interact effectively with all segments of the university community;
- Record of active participation in the profession at the regional and national levels;
- Strong commitment to professional and staff development;
- Clear understanding of the importance of alternative funding in library development including cooperation with development and research offices in soliciting gifts and grants from foundations and private donors.

Salary: Open and competitive with a minimum of $45,000; 12-month contract, comprehensive benefit program.

Deadline for Applications: November 1, 1984; position should be filled by September 1, 1985.

Applications should include a complete resume and the names, addresses and telephone numbers of five references.

Send applications and nominations to Dean Bob F. Perkins, Chairman, Director of Libraries Search Committee, The Graduate School, The University of Texas at Arlington, P.O. Box 19167, Arlington, Texas 76019

The University of Texas at Arlington is an AA/EO Employer.

mation with mainframe/minicomputer applications; interest in microcomputer applications desirable; written and oral communication skills; ability to teach and promote the use of information technology in libraries to library staff and the campus community; ability to develop cost analyses and budgets for automation activities. Responsibilities: reports to and works closely with director of GLS in overall administration of library automation. Coordinates planning and monitors all library activities in relation to the Network Library System (NLS)—an automated circulation system and online catalog—being developed jointly by the UW-Madison, the University of Chicago, and IBM, currently in the test phase. Within this framework, is responsible for fiscal control, design and development, acceptance testing, implementation, staff training, patron relations, and acts as liaison with campus computing community; provides program direction for other in-house, contracted, or purchased automated systems; advises on the use of microcomputers; advises on the use of bibliographic database retrieval systems. **Application deadline: Sept. 30.** Applications including resume and the names, addresses, and telephone numbers of 3 references should be sent to: Sandra Pfahler, Assistant Director, **University of Wisconsin/Madison, Memorial Library, 728 State St., Madison, WI 53706.** EEO, AA.

Bibliographer for social sciences, University of Minnesota Libraries—Twin Cities campus. The University of Minnesota Libraries—Twin Cities campus seeks applicants for the position of social sciences bibliographer. The bibliographer's responsibilities include the following: 1) selects materials to support instruction and research in social sciences, presently including economics, geography, and anthropology; 2) analyzes, develops, and manages collections according to university needs; 3) prepares budget requests and manages an acquisitions budget; 4) serves as library liaison with the departments of Economics, Geography, and Anthropology, and with other social science departments and programs as assigned; 5) performs bibliographic instruction in relevant subjects; 6) offers reference service, including online database searching, and research assistance in areas of collection development responsibility; 7) participates actively in the profession through relevant research, publication, and/or professional association activities. Required qualifications are a master's degree in library science, experience in collection management and development at a professional level in social science disciplines in a research library, and knowledge of the literature and research methods of at least one of the social sciences, as demonstrated by education or experience. Other desired qualifications include an advanced degree in a social science discipline, working knowledge of one or more modern European languages, experience in online database searching and in bibliographic instruction, and good communication skills. The minimum salary is $20,000. The appointment may begin Jan. 1, 1985, at the rank of assistant or associate librarian. Appointment as associate librarian requires meeting the minimum qualifications above, and also 5 or more yrs.' work in collection development in the social sciences in a research library. Desired qualifications at this rank are either scholarly or professional publications or evidence of good teaching. **Applications must be postmarked no later than Oct. 30.** To apply, please send a letter of application and a resume, including references to publications, a statement of research interests, and names and addresses of 3 references to: Robert Wright, Personnel Officer, **University Libraries, University of Minnesota, 499 Wilson Library, 309-19th Ave. S., Minneapolis, MN 55455.** The University of Minnesota is an equal-opportunity educator and employer and specifically invites and encourages applications from women and minorities.

Bibliographer—history. This position is primarily responsible for the selection of materials in the field of history, covering all areas of the world (primarily the United States and Western Europe), published in English and Western European languages. Shares major responsibility with the humanities bibliographer for the development, management, and preservation of the Butler Library collections, presently numbering over 1.5 million vols. The incumbent will report to the chief, Resource Development Division, and work closely with other subject and area bibliographers in providing coverage of needed research materials. The incumbent will also be expected to maintain close relationship with faculty, research associates, and students. An MLS from an accredited library school and/or an advanced degree in history highly desirable. Other requirements are a working knowledge of at least 2 major Western European languages (preferably German and French). Preference will be given to applicants with prior relevant experience in a large research library. Salary ranges: Librarian I, $19,999—$24,700; Librarian II, $21,000—$27,300. **Deadline for applications is Oct. 5.** Submit resume, listing 3 references and salary requirements, to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

Business bibliographer/reference librarian at Loyola University of Chicago, Water Tower campus. Responsibilities include development of the business collection; liaison with the faculty of the School of Business and the Institute of Industrial Relations; business and general reference service; bibliographic instruction; and online searching. Accredited MLS and subject-related undergraduate degree required; searching and business-related library experience preferred. Salary $15,500—$17,000 depending on experience. **Application deadline is Oct. 12.** Send letter of application, resume, and names of 3 references to: Genevieve Delana, Julia Deal Lewis Library, **Loyola University of Chicago, 820 N. Michigan Ave., Chicago, IL 60611.** Loyola University of Chicago is an equal-opportunity, affirmative-action employer.

Cataloger, cataloging with copy department, Columbia University Libraries. The cataloging with copy department has responsibility for cataloging monographs for which acceptable copy exists (cataloging for most Columbia libraries and Barnard College Library). This position, which reports to the head of the department, will have primary responsibility for handling catalog editing and problems, with emphasis on Slavic languages. Duties include assisting in the analysis and distribution of Slavic filing conflicts and performing difficult database editing and inputting; training and revising supporting staff in cataloging books with copy and other cataloging-related activities; evaluating and revising documentation for cataloging and authority work procedures; and preparing new documentation as workflow and system requirements change. Incumbent will also perform original cataloging in appropriate subject areas, carry out special projects relating to the card catalog and the RLIN database, and have some supervisory responsibilities in the absence of the head. In addition to an accredited MLS, requirements are a working knowledge of a Slavic language using the Cyrillic script and at least one other modern European language, preferably German; ability to work well with others and communicate clearly; an aptitude for analytical and detail work as demonstrated through previous relevant experience and/or superior performance in a formal course in cataloging; and a broad subject background. Preference will be given to applicants with previous experience with machine-readable bibliographic databases. Salary ranges: Librarian I, $19,000—$24,700; Librarian II, $21,000—$27,300. **Deadline for applications is Oct. 12.** Submit resume, listing salary requirements and 3 references, to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

Cataloger. Catalogs and classifies (LC) general works, history, languages and literature, social sciences, art, and education. Disciplines

may be reassigned as required. Required: ALA-MLS with 2 yrs.' experience. Knowledge of LC classification, AACR2, and ISBD (M) rules. One modern European language, preferably German. Desirable: OCLC experience, a 2nd European language, preferably French. Instructor rank with full faculty status. Salary range for 12 mos. $14,500–$19,500, 20 days' annual leave plus 10 paid holidays. Excellent fringes including retirement program paid in full. A 2-yr. temporary-term appointment which may be renewed. Open immediately. **Applications received Oct. 1 will receive first consideration.** Send letter of application, resume, and academic credentials to: Carl H. Sachtleben, Director of Libraries, **Western Michigan University, Kalamazoo, MI 49008.** AA, EO employer.

Cataloger: Eastern College, a 4-yr. liberal arts college with graduate MBA, which maintains a Christian faculty and is associated with the American Baptists, offers an immediate opening for a cataloger. Responsible for cataloging, supervision of tech services, and ILL. Knowledge: AACR2, OCLC, and LC classification. MLS, experience preferred. Salary $16,000 negotiable. Send resume, references to: James L. Sauer, Director, **Warner Memorial Library, Eastern College, St. Davids, PA 19087.**

Catalog librarian. Head of copy cataloging section, responsible for supervision of all activities relating to copy cataloging, including overall coordination of processing of monographs and serials in all formats through the OCLC system. A graduate degree from an ALA-accredited program; working knowledge of at least one foreign language; at least 2 yrs.' cataloging experience in an academic library; plus some supervisory experience. Salary: $20,000 min. **Apply by Oct. 1.** Desired starting date—Jan. 2, 1985. Send resume to: Peggy Weissert, Library Personnel Officer, **221 Memorial Library, University of Notre Dame, Notre Dame, IN 46556.**

Catalog librarian. The University of Arizona Library is seeking a catalog librarian to catalog monographs in the science and engineering subject areas. Related activities such as providing service at a catalog assistant desk will also be assigned. This position reports to the head catalog librarian. The University of Arizona Library is a large academic research library with more than 2 million volumes in the main library system. The Science Engineering Library, a separate branch, houses 350,000 volumes and has over 1 million microforms in all fields of science, engineering, and technology. The library system uses the LC classification system, LCSH, AACR2. OCLC services are provided through membership in AMIGOS. The catalog department employs 11 professional catalogers and 44 career staff. Requirements include: ALA-accredited degree; either an academic background in the sciences or experience in an academic or special science library; previous online cataloging experience using AACR2. Working knowledge of one foreign language is desirable. The beginning professional salary is $16,500; a higher salary can be negotiated depending upon qualifications and experience. Professional librarians are academic professionals with 12-mo. appointment and earn 22 days of vacation per yr. Position is available Nov. 1. **Deadline for applications is Oct. 15.** Send letter of application, resume, and names of 3 referees to: W. David Laird, University Librarian, **University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an EEO, AA employer.

Central reference librarian, University of Arizona Library. Duties include reference (with evening and weekend rotation), online bibliographic searching, library orientation/instruction, collection development, and faculty liaison work. ALA-accredited library school degree and an academic background in business or economics, or academic reference experience with business materials required.

University of Alaska, Juneau
Director, Library & Media Services

The University of Alaska/Juneau is accepting applications for the position of director, library and media services (faculty rank available). The director provides leadership in policy formulation and administration; assumes responsibility, within a collegial structure, for planning, directing, coordinating, and evaluating all facets of library operations, including development of personnel, collections, services, and facilities; encourages and facilitates faculty involvement in these operations; represents the library within the campus, the community, the University of Alaska system, and professional organizations.

An ALA-accredited MLS and an additional advanced degree desirable. Successful library managerial experience required, with both public and technical services desirable. Must have experience with and knowledge of automated library systems. Academic library experience desired. Candidates must possess the ability to communicate and work effectively with the administration, faculty, staff, students, and community; and the ability to promote and present the library position to the campus community and within the University of Alaska system. Active participation in the library profession and scholarly achievement desirable.

The UAJ Library is a rapidly growing and dynamic library with a staff of 16 (plus student assistants) containing 65,000 vols., the complete ERIC collection, plus additional microforms. The library is a member of the Washington Library Network and anticipates that a fully automated library will be operational in time for the opening of a new library building in 1988.

Located in Alaska's capital city, UAJ offers master's and undergraduate degrees in business, education, fisheries, liberal arts, science, public administration, and technology. Nearby mountains, lakes, oceans, and moderate climate afford outstanding opportunities for year-round recreation. 2 hrs. from Seattle by plane, the area is recognized as one of the most beautiful regions in the United States. The director reports to the vice chancellor for academic affairs. This is a 12-mo. position with a salary range from $45,000 to $55,000 depending upon qualifications and experience.

Closing date: materials must be postmarked by Oct. 1. Starting date: Nov. 1 or as soon as possible. Send a letter of application, vita, and names of 3–5 references to: **Personnel, University of Alaska, Juneau, 11120 Glacier Highway, Juneau, AK 99801.**

UAJ is an AA, EO employer and educational institution.

NEW POSITION
Director, Division of Technical Services
University of Louisville
(Associate Professor)

The University of Louisville Libraries invites applications and nominations. The university is a state-supported, urban institution of over 19,000 students. The city supports a wide range of cultural activities with particular emphasis on the performing arts. A major effort is underway to revitalize the downtown area. The libraries have been designated as a primary beneficiary of a $40 million fundraising campaign. The library system contains approximately 1 million vols. and consists of 6 libraries.

Director, Division of Technical Services: This position has administrative responsibility for acquisitions, cataloging, and serials, reports to the university librarian, and is a member of the Administrative Advisory Council. The division employs 10 professional librarians and 24 support staff and serves all libraries except Health Sciences. The library has an acquisitions budget in excess of $1 million, adds 30,000 vols. annually, belongs to SOLINET, and uses DataPhase ALIS 2.

Responsibilities: The library system is presently experiencing significant change and progress in a number of areas. The director of the Division of Technical Services will provide strong leadership within this environment and will be expected to integrate organizational change with technological development. This position will be expected to take a substantial role in meeting the division's goals which include the development of a centralized database and an online public catalog and will direct the division's ongoing functions related to automation development. This person will plan and organize the programs and activities of the division and coordinate those activities with the collection development program, the Public Service Division, and other library units. The director will be a member of the university libraries faculty and will be expected to meet criteria for promotion, tenure, and award of merit.

Requirements: MLS from an ALA-accredited library school; a minimum of 6 yrs.' professional library experience in an academic or research library, at least 3 yrs. of such experience in an administrative position in technical services including the supervision of professional librarians; demonstrated knowledge and understanding of acquisitions, cataloging, and serials processes, OCLC (or other network cataloging system), and the application of computer systems to library processes; proven record of creative leadership, strong interpersonal and communication skills, and ability to plan, organize, and coordinate the work of a technical services unit; appreciation and understanding of the goals of scholarship and research in an academic setting and of the interaction between technical services and other library functions.

Benefits: Competitive.

Salary: $28,000–$33,000.

Apply with letter, vita, and names of 3 references by Oct. 15 to:

David Horvath, Chair
Search Committee for Director, Division of Technical Services
Ekstrom Library
University of Louisville
Louisville, KY 40292

An equal-opportunity, affirmative-action employer

Albert R. Mann Library
Cornell University

Cornell, the land-grant institution of New York State, is known worldwide for the teaching and research programs of the College of Agriculture and Life Sciences and the College of Human Ecology. Mann Library, which supports these programs, is the largest academic agricultural and life sciences library in the United States, and its collection is second only to the National Agricultural Library.

Mann Library is committed to providing forward-looking information services in an academic environment and is looking for 2 librarians to participate.

1) Public Services Librarian (Position I).

Responsible for design, development, and promotion of an education program to faculty & students including end-user searching as well as instruction in the use of print and computerized information sources. Emphasis on innovative techniques for assessing the effectiveness of instruction with both short-term and longitudinal studies. Will also participate in reference service, online searching, collection development, and faculty liaison. Qualifications: ALA-accredited MLS. 3+ yrs.' experience in instruction and demonstrated success in promoting instruction or other library services are required. Knowledge of evaluation and assessment techniques essential. Subject background or demonstrated interest in agricultural or life sciences.

2) Public Services Librarian (Position II).

Responsible for the development of an enterprise for the delivery of information in a mode based on contemporary information access. This service is being designed to meet the needs of research faculty as determined in a recent ARL-funded study. The emphasis of this position is on original thinking and systematic testing of new approaches to rapid delivery of information in support of research; for example, telefacsimile, online ordering, electronic mail, and bibliographic networks. This requires sophisticated bibliographic knowledge, awareness of technological advances in document delivery, and management ability. The library has received a CLR grant to study alternative methods of document delivery. Responsibilities also include administering interlibrary borrowing and lending including the regional document delivery program at Cornell (a national network of the land-grant universities and the National Agricultural Library). Supervises 2 full-time staff and student assistants. Participates in other public service activities, collection development, and faculty liaison. Qualifications: ALA-accredited MLS. 3+ yrs.' experience in information delivery. Demonstrated ability in public relations and marketing. Demonstrated organizational skills. Experience with online systems required. Supervisory experience desirable. This position requires originality, enthusiasm, effective communication skills, and an outreach ability.

Salary $19,521; additional salary negotiable, depending on experience and qualifications. **Apply by Oct. 8.** Both positions available January 1985. Send resume listing 3 references to: **Carolyn Pyhtila, 201 Olin Library, Cornell University, Ithaca, NY 14853.**

An equal-opportunity, affirmative-action employer

Good communication skills essential. Reference experience and online search skills preferred. Knowledge of French or German or the ability to speak Spanish desirable. Position available March 1, 1985. Salary range: $16,500–$20,500. Academic professional status, 12-mo. appt., 22 days' vacation, fringe benefits. **Application deadline Oct. 15.** Send resume, including list of 3 references, to: W. David Laird, University Librarian, **University of Arizona Library, Tucson, AZ 85721.** An equal-opportunity, affirmative-action, Title IX, Section 504 employer.

Dean of university libraries. The University of Alabama, located in Tuscaloosa, invites applications and nominations for the position of dean of university libraries. The university comprises 15 schools and colleges with doctorates offered in 48 fields. The faculty numbers 830 and student enrollment is in excess of 15,000, of which approximately 2,500 are graduate students. With a commitment to excellence in teaching and in research, the university supports and encourages interdisciplinary educational programs and innovative research activities. The university libraries have 38 professional library positions, 50 support personnel positions, and a total budget of over $4 million. Holdings include over 1.4 million vols., 12,976 serial titles, and 1.1 million microform units. The main library is a regional depository for federal government documents and houses extensive map, rare book, and manuscript collections. An integrated automated system is being implemented. In addition to the main library, there are 4 divisional facilities for engineering, education, commerce, and natural sciences. Close cooperation also exists with the law school library and the College of Community Health Sciences Library. The university is a member of ARL and SOLINET. The dean is the administrative and fiscal officer of the university libraries and reports directly to the academic vice president. Responsibilities include budget preparation and administration, planning, direction of current library services, and supervision and development of library personnel. The dean holds academic rank, is a member of the Council of Deans and the Graduate Council, and works closely with the deans of the various undergraduate and graduate programs. Minimum salary of $50,000 with upper range negotiable. Candidates should have a strong commitment to academic excellence, scholarship, and research, and to providing support for instruction at the graduate and undergraduate level. An ALA-accredited MLS and extensive experience in research libraries are required. Evidence of professional growth through scholarly activity beyond the MLS is desirable. The candidate should have considerable administrative experience in an academic library, with evidence of success in fiscal planning, program development, and personnel management. The candidate should have demonstrated experience with applications of automated library systems and familiarity with current and emerging technology for information transfer. The candidate should have proven ability to work effectively with all segments of the college community and should have participated actively in the profession beyond the local level. **Applicants should send a letter of interest with a resume and list of references before Dec. 1** to: Marie Bingham, Chair, Libraries Search Committee, **The University of Alabama, POB S, University, AL 35486.** The University of Alabama is committed to equal opportunity in employment and education and does not discriminate on the basis of sex, race, color, religion, or national origin or against qualified handicapped persons.

Director of learning resources. Private aviation-oriented university with an enrollment of 5,000 students and planned new library facility seeks library director. Responsibilities include: $400,000 budget; staff of 17, organized in 3 functional areas (reference, technical services, media/circulation); planning new services; coordinating requirements for support with deans and department chairs; coordinating external resource-sharing efforts. Must have 3–5 yrs.' supervisory experience; good communications skills and demonstrated leadership abilities. Salary low to mid-$20s. MLS or MED and 5–7 yrs.' library experience required. **Application deadline: Oct. 1.** Send resume, salary requirements, and 3 current references with telephone numbers to: **Embry-Riddle Aeronautical University, Personnel Office, Regional Airport, Daytona Beach, FL 32014.**

Director of the university library, Washburn University. Candidate must have a master's in library science from an ALA-accredited school, a second master's or doctoral degree, and at least 5 yrs.' experience in increasingly responsible positions in academic libraries (including supervision of personnel and budget preparation). Experience with automated library processes desired. The director of the university library is responsible for personnel management, budgeting, administration of facilities, leadership in the development and evaluation of programs and services for the university's main library, the curriculum resources center, and the instructional media circulation department. The director reports to the provost and serves on the University Council and other policy-making committees of the university. Appointment begins as soon as possible following the deadline. Salary $40,000–$50,000, commensurate with experience. **Application deadline is Oct. 1** or until a suitable candidate is identified. Send letter of application and 3 letters of recommendation to: John Christensen, Chair of Search Committee, **School of Law Library, Washburn University, Topeka, KS 66621.** Washburn University is an equal-opportunity, affirmative-action employer.

Education librarian. Position to be filled by Oct. 18. Assists users directly at a central reference desk, takes part in library use instruction and collection development programs, provides computer searches, and serves as liaison with the faculty of the College of Education. The successful candidate will be service-oriented, able to work effectively with both students and faculty, and committed to promoting library services and collections to the academic community. ALA-accredited MLS required. An additional graduate degree in education is desired and is expected for tenure. Starting salary $17,000–$22,000 for 12-mo. appointment, depending on experience and qualifications. Successful candidate will be eligible for tenure review. TIAA/CREF, Blue Cross–Blue Shield or HMO. **Send letter of application and resume by Sept. 15** to: Stephen K. Stoan, Head of Reference, **Wichita State University, Box 68, Wichita, KS 67208.** Finalists will be invited for an expense-paid interview. Wichita State University is an affirmative-action, equal-opportunity employer.

Engineering reference librarian, University of Cincinnati. Responsible to head of Engineering Library for reference and instructional functions serving the College of Engineering. The college consists of 6 departments, 100 faculty, and 3,000 students. The university is a member of the Association of Research Libraries and the Center for Research Libraries. Responsibilities include reference services, online searching, library instruction, and assisting in collection development. Serves as acting head in absence of head of the library. The Engineering Library staff consists of 2 professional librarians and 3 support staff. MLS degree from ALA-accredited school required. Bachelor's degree in physical science or engineering preferred. Relevant library experience required. Successful supervisory experience desirable. Minimum salary: $18,000. Available Feb. 1, 1985. **Send resume with cover letter and names and addresses of 3 professional references before Oct. 1** to: Sharon Tuffendsam, Libraries Personnel Officer, **640 Central Library, University of Cincinnati, Cincinnati, OH 45221-0033.** The University of Cincinnati is an affirmative-action, equal-opportunity employer.

General reference/coordinator of computer reference services librarian. Northern Illinois University is seeking a qualified individual to fill a 12-mo., tenure-track position at the level of assistant professor or above, depending on qualifications, as a general reference/coordinator of computer reference services librarian. MLS from an ALA-accredited library and a 2nd master's or 30 hrs. beyond the MLS required. At least 2 yrs.' relevant current experience with online searching as a librarian in an academic or research library required. In-depth knowledge of current databases such as DIALOG and BRS required. Demonstrated ability to communicate effectively; experience with bibliographic instruction or teaching desirable. Responsibilities include: providing reference services to the university community during assigned hrs. at the reference desk; coordinating a comprehensive program for existing online computer reference services. Other responsibilities include bibliographic instruction and collection development in an assigned area. Salary and benefits: $18,000 minimum for a 12-mo. contract; Illinois retirement system; faculty status and rank. **Send letter of application, resume, placement file, and names of 3 references by Sept. 15** to: John C. Tyson, Acting Assistant Director for Planning, Administration, and Development, **University Libraries, Northern Illinois University, DeKalb, IL 60115.**

Head, adaptive cataloging unit. Directs monographic copy cataloging unit; resolves complex bibliographic problems; does some original cataloging; integrates AACR2 headings into dictionary catalog; works with GEAC bibliographic database manager. Supervises and trains 6 paraprofessional catalogers. Reports to head, cataloging department. ALA-accredited MLS, or equivalent, required. At least one yr.'s experience in cataloging with AACR2 via a bibliographic utility, preferably OCLC. Good oral and written communication skills required. Prefer academic cataloging experience. Prefer foreign language reading ability, Russian desirable. Tenure-track position. 12-mo. appointment, 24 days' annual leave, tuition remission, usual benefits. Salary ranges, dependent upon qualifications: instructor, $16,000 – $18,000; assistant professor, $18,000 – $20,000. **Send letter of application, current resume, and the names, addresses, and telephone numbers of 3 recent references by Oct. 15** to: Jill Keally, Personnel Librarian, **The University of Tennessee Library, Knoxville, TN 37996-1000.** UTK is an EEO, affirmative-action, Title IX, Section 504 employer.

Head, Architecture and Environmental Design Library at Arizona State University (search extended). The library is located within the college of the same name and is staffed by one professional (the head), one paraprofessional, and student assistants. The librarian reports to the associate university librarian for public services and is responsible for management of the branch, collection development, reference and research assistance, bibliographic instruction, and liaison with the college and the main library. ASU, the nation's 6th-largest public university, is celebrating its centennial year with the theme, "Excellence for a New Century." Required qualifications: ALA-accredited MLS; at least 2 yrs.' public service experience in an academic or research library; demonstrated managerial, communication, and interpersonal skills; subject expertise in one or more of the fields of architecture, art history, interior design, landscape architecture, urban design, and city planning. Preferred: administrative experience in a branch, unit, or department, preferably in an academic library. Salary: dependent on qualifications and experience ($21,000 minimum). **Send letter of application which addresses each of the qualifications listed above, a current resume, and the names, addresses, and telephone numbers of 4 recent references by Oct. 29 (postmark accepted)** to: Constance Corey, Assistant University Librarian, **Hayden Library, Arizona State University, Tempe, AZ 85287.** Copies of the complete announcement of vacancy may be requested from the same person. ASU is a committed equal-opportunity, affirmative-action employer. Minorities are encouraged to apply.

Associate University Librarian for Public Services
Arizona State University

The Arizona State University Libraries are seeking candidates for the newly created position of associate university librarian for public services. The successful candidate will report to university librarian Donald E. Riggs, be responsible for the leadership and management of all public service units, and participate in overall library planning and policy formulation.

Required qualifications include an ALA-accredited MLS degree; successful administrative experience at the department-head level or above in public services in a university library; a minimum of 7 yrs.' progressively responsible experience in an academic/research library; demonstrated leadership qualities; strong analytic, communication, and interpersonal skills; experience in creating and implementing new public service programs; knowledge of the latest issues and trends in academic leadership; knowledge of bibliographic instruction and online systems; evidence of university service, research, and/or participation in professional associations. Preferred experience: fiscal, personnel, and other administrative responsibility in 2 or more public service areas; supervision of a large staff; involvement in both undergraduate and graduate programs in an ARL library.

ARIZONA STATE UNIVERSITY AND ITS LIBRARIES: ASU's mission is to continue development as a major research university and to become competitive with the best public universities in the nation. Toward that end, the libraries have experienced dynamic growth during the past 5 yrs., adding 55 new positions and increasing the materials budget from $1.7 million to the current $3.1 million. A new science and engineering library was occupied in 1983, and the other libraries are being remodeled. The libraries are creating a total online integrated system using Tandem hardware and DataPhase software. Collections total 1.8 million vols. and 1.6 million microform units. Of the 243 FTE staff, 127 are employed in public services. Membership is held in ARL, CRL, AMIGOS, and OCLC. The total budget is $7 million. ASU, with 40,000 students, is the nation's 6th-largest university and is located near Phoenix, the nation's 9th-largest city.

Salary: $40,000 minimum, depending on qualifications. TIAA/CREF or state retirement plan; annual paid leave of 22 days' vacation, 12 days' sick leave, and 10 holidays; tuition remission for employee and family at all 3 Arizona universities. Librarians serve on university governance committees and are eligible for continuing employment status and sabbatical leave.

Applicants must include documentation or evidence of specific qualifications and short statements (no more than 2 pages each) concerning 1) their philosophy of public service and 2) what new public service programs they have implemented and are interested in implementing. Recruitment will remain open until the position is filled. **To ensure consideration, applications should be received by Oct. 29,** when review will begin. Send letter of application, resume, supporting documents, and a list of 4 recent references to: **Constance Corey, Assistant University Librarian, Hayden Library, Arizona State University, Tempe, AZ 85287.**

ASU is a committed equal-opportunity, affirmative-action employer.
Minorities are encouraged to apply.

Head, cataloging unit, San Diego State University Library. General duties: coordinates all cataloging and processing activities for a library of 900,000 vols., serving 35,000 students and faculty, with annual monographic acquisitions of approximately 36,000 items and 11,000 subscriptions, and a total library budget of $6 million. Supervises 20 FTE faculty and staff. Participates in development and implementation of online systems related to cataloging and database maintenance and enhancement. Performs some original cataloging. Supervises retrospective conversion project. Reports to assistant university librarian for access services and automation; participates in planning and development of overall policies, personnel planning, resource allocation, and long-range planning. Qualifications: MLS or equivalent from ALA-accredited school; other advanced degree desirable. Knowledge of AACR2, LCSH, MARC formats; substantial original cataloging experience in a large academic or research library; supervisory experience with an online bibliographic utility, preferably OCLC. Demonstrated organizational, leadership, communications, and human relations skills. Familiarity with national trends in technical services and automation issues. Full-time, tenure-track faculty position; rank and salary commensurate with qualifications and experience. Starting salary range: $27,000 – $36,000 (1983/84 salary schedule). Reappointment, tenure, and promotion require evidence of continuing professional development. Appointment is subject to budget constraints. Available: Nov. 1, although later appointment is possible. **To ensure consideration, applications should be received by Oct. 8.** Please submit resume, letter of application, and names of at least 3 references to: Marti Gray, Ref. CA, **San Diego State University Library, San Diego, CA 92182-0511.** Affirmative-action, equal-opportunity, Title IX employer.

Head, Fine Arts Libraries, University of California/Los Angeles. Under the general direction of the associate librarian for research and instructional services, the head of the Fine Arts Libraries has administrative responsibility for coordinating the operations, long-range planning, and direction of 4 libraries—Music, Art, Theater Arts, and Architecture and Urban Planning—including: policies; programs; user and technical services, including online support system applications and bibliographic instruction; collection management and control; personnel management, including recruitment, selection, training, staff development, supervision, and evaluation; funding; expenditure control; space utilization; statistical, evaluative, planning, and other reports; and the promotion of good relations with faculty, students, and the public. The head establishes priorities and objectives for the Fine Arts Libraries based on consultation with library and section heads regarding needs and available resources. The head consults with staff, library administrative officers, library committees, and faculty of the schools and departments served, as appropriate. The head of the Fine Arts Libraries participates in the general planning and problem-solving activities of the UCLA Libraries, and the universitywide library system, as appropriate. Evidence must show that candidates have demonstrated competence in administration in a complex organizational environment, particularly: competence in planning, setting objectives and priorities, communicating, mobilizing individuals to group action, and organizing for effective action; capability of working with various academic, library, and public groups and individuals; understanding of the mission of higher education and faculty/student information needs in

Positions Open continued on p. 577.

DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

September

13: *Annual Maine Storytelling Festival,* Portland Pub. Lib. Info.: M. Miller, Portland Pub. Lib., 5 Monument Sq., Portland 04101 (207-773-4761 x130).

16-18: *Doc't. Proc'g. in Tomorrow's Office* conf., Holiday Inn, Monterey, Calif. Spons., Inst. for Graphic Communication. Info.: R. Murray, Dir. of Confs., IGC, 375 Commonwealth Ave., Boston, MA 02115 (617-267-9425).

18: *Adv. Cnsrvn./Prsrvn.* wkshp., Maple Heights, Ohio. Also on Sept. 20 in Upper Arlington & Sept. 28 in Fremont, Ohio. Spons., Ohio Coop. Cnsrvn. Info. Off. Fee, $20. Info.: R. Winkle, Dir., OCCIO, State Lib. of Ohio, 65 S. Front St., 12th Fl., Columbus 43215 (614-221-2064 or 800-848-9161).

18: *Mktg. Ref. Svcs. & Collec.* wkshp., DePaul U. Union, Greencastle, Ind. Spons., Ind. LA/Ref. Div. Fee, $10. Info.: D. Archer, Ref. Dept., Mem'l. Lib., U. Notre Dame, IN 46556 (219-239-6258).

ADVERTISEMENTS

RATES FOR ADVERTISEMENTS

Nonprofit organizations: **Line-by-line** format, $5/line; ALA institutional members, $4/line. **Display** format, $50/column inch; 20% discount to nonprofit ALA institutional members.

For-profit organizations: **Line-by-line** format, $7.50/line; **display** format, $75/column inch.

Designing & Space Planning The Electronic Library

Dec. 3–4, 1984 • Los Angeles
Dec. 13–14, 1984 • New York City
Feb. 14–15, 1985 • Washington, D.C.
April 4–5, 1985 • New York City
Oct. 3–4, 1985 • San Francisco

Fee: $275

Authors: *Planning the Electronic Office* McGraw-Hill, 1983

AARON COHEN ASSOC.
RFD 1, Box 636, Teatown Rd.
Croton-on-Hudson, NY 10520
914-271-8170

Oct. 9 through Dec. 13, 1984. Publishing Institute at the University of Pennsylvania, with experienced professionals from leading New York and Philadelphia publishing houses. 18 evening sessions. Fee: $400. Contact: **Marion Bell, University of Pennsylvania, College of General Studies, 112 Logan Hall/CN, Philadelphia, PA 19104; 215-898-6493.**

COMING UP

Executive Board Fall Meeting		Oct. 24–25, 1984
AASL Conference Atlanta, Ga.		Oct. 31–Nov. 4, 1984
ALA Midwinter Washington, D.C.		Jan. 5–10, 1985
ALA Annual Conference Chicago, Ill.		July 6–11, 1985
IFLA General Conference Chicago, Ill.		Aug. 18–24, 1985

19-21: Soc. for Scholarly Publshg. Annual Top Mgmt. Round Table, Biltmore Plaza Hotel, Providence, R.I. Theme, "Libs., Publshg., & Scholarship—Strategic Issues." Fee, $165 SSP mem.; $195 nonmem. Info.: Mgmt. Round Table Regis., SSP, 2000 Florida Ave. NW, Washington, DC 20009 (202-328-3555).

20-21: *Getting on the Air* reg'l. inst., Arlington Heights (Ill.) Pub. Lib. Cospons., ALA/LAMA; Suburban Libs. United in Reg'l. Plng. Also on Oct. 15–16 in Biloxi, Miss. (cospons., Southeastern LA; Miss. LA). Info.: R. Parent, Exec. Dir., LAMA, ALA, 50 E. Huron St., Chicago 60611 (312-944-6780 x299).

20-23: *Userfest* conf., New York, N.Y. Formerly Applefest & PC '83. Info.: Northeast Expositions, 822 Boylston St., Chestnut Hill, MA 02167 (617-739-2000).

21: *How to Work Effec. w/Data Proc'g. Ctrs.* prog., U. Tex. at Austin. Spons., UT-Austin/GSLIS. Fee, $35. Info.: M. Boggins, GSLIS, UT at Austin, 78712-7576 (512-471-3821).

ADVERTISEMENTS

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May 19–June 7, 1985

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21-23: *Private Cable (SMATV) Satellite Users* wkshp., Washington, D.C. Also on Oct. 12–14 in Dallas, Tex. Spons., Burull Communications Group. Fee, $400. Info.: Burull Communications Grp.—SMATV-84, 2042 Spring Rd., Stoughton, WI 53589 (608-873-4903).

23-25: *Electronic Demand Publshg.* conf., Rye Town Hilton, Port Chester, N.Y. Spons., Inst. for Graphic Communication. Info.: see Sept. 16–18.

23-26: Soc. of Research Admin. annual mtg., Hotel del Coronado, Coronado, Calif. Theme, "Research Admin.: Coming of Age." Info.: J. Carthane, SRA, Suite 203, 1505 4th St., Santa Monica 90401 (213-393-3137).

23-27: FID Congs., The Hague, Netherlands. Theme, "The Use of Info. in a Changing World." Fee, 550 Dutch guilders. Info.: A. van der Laan, FID Secretariat, POB 90402, 2509 LK The Hague, Netherlands.

24: *Ref. Svc.: Renewed Dedication* conf., Iowa Mem'l. Union, Iowa City. Spons., U. Ia./SLIS. Fee, $25. Info.: E. Bloesch, SLIS, U. Ia., 3087 Library, 52242 (319-353-3644).

24-26: *Lib. of Congs. Subj. Hdgs.* inst., Continental Hotel, Chicago, Ill. Spons., ALA/RTSD; et al. Fee, $150 RTSD mem.; $175 ALA mem.; $195 nonmem. *Enrollment limited to 150.* Info.: B. Drewett, ALA/RTSD, 50 E. Huron St., Chicago 60611 (312-944-6780 x311).

25: *Video Lending Svcs. in Pub. Libs.* wkshp., Forsyth Co. Pub. Lib., Winston-Salem, N.C. Spons., N.C. LA/Pub. Lib. Section/AV Committee. Fee, $2. Info.: A. Weeks, Ch., AV Committee, PLS/NCLA, c/o Forsyth Pub. Lib., 660 W. Fifth St., 27101 (919-727-2294).

25-26: *Hands-On Cnsrvn.* wkshp., Tulsa, Okla. Also on Sept. 26 in Oklahoma City. Spons., Western Cnsrvn. Congs. Info.: C. Timmons, Okla. Historical Soc. Lib., Wiley Post Historical Bldg., Oklahoma City 73105.

25-26: Minnesota Technol. & Computer Trng. conf., SW State U., Marshall. Info.: K. Sovern, SW State U., 56258 (507-537-1418).

25-27: *Trng. & Communications America* conf., O'Hare Exposition Ctr., O'Hare Int'l. Airport, Chicago, Ill. Spons., Int'l. Communications Industry Assn. (NAVA/ICIA). Trng. mag. Features wkshps. on latest in video & AV technol. Info.: Prog. Mgr., NAVA/ICIA HQ, 3150 Spring St., Fairfax, VA 22031 (703-273-7200).

26-28: *Doc't.-Based Optical Mass Memory Systems* conf., Amsterdam, Holland. Also on Oct. 28–30 in Airlie, Va. Spons., Inst. for Graphic Communication. Info.: see Sept. 16–18.

27-28: Midwestern Rural Lib. conf., Holiday Inn Downtown, Mankato, Minn. Spons., Traverse Des Sioux Lib. System.

Theme, "Fertilize Your Mind." Fee, $25. *Regis. deadline Sept. 19. Enrollment limited.* Info.: J. Christenson, Traverse Des Sioux Lib. System, POB 3446, Mankato 56001 (507-625-6169).

28-29: *Fall Storytelling Festival*, Fletcher Park, Raleigh, N.C. Spons., Wake Co. (N.C.) Pub. Libs. Info.: Wake Co. Pub. Libs., 104 Fayetteville St., Raleigh 27601 (919-755-6077).

28-29: *Mgmt. of the Online Catalog* reg'l. inst., CLIS, U. S.C., Columbia. Cospons., ALA/LAMA, U. S.C./CLIS, et al. Also on Oct. 16–17 in Columbus, Ohio (cospons., Ohio LA; Columbus Area Lib. & Info. Cncl. of Ohio). Info.: see Sept. 20–21.

29: Amer. Printing History Assn. conf., Wood Auditorium, Avery Hall, Columbia U., New York, N.Y. Theme, "18th-Century Anglo-Amer. Printing & Publshg." Fee, $25 APHA mem.; $30 nonmem. Info.: APHA, POB 4922, Grand Ctrl. Sta., New York 10163.

29: *The Regent Meets the Region: A Colloquium on Critical Issues Facing Lnshp., Info., & Cultural Svcs. in the 80s*, Albany (N.Y.) Hilton. Spons., N.Y. LA; et al. Fee, $50. Info.: R. Halsey, Citizens' Lib. Cncl. of N.Y. State; Draper Hall 113, 135 Western Ave., Albany 12222 (518-455-6288).

October

1: Acad. Lib. Assn. of Ohio annual mtg., Hilton Inn N., Columbus. Theme, "Acad. Libs. in a Changing Environ." Info.: V. Palmer, Miami U.–Middletown, 4200 E. University Blvd., Middletown 45042.

1-4: *Info. Mgmt. Exposition & Conf.*, New York (N.Y.) Coliseum. Fee, $440; discounted rates available. Info.: Show Mgr., INFO '84, 999 Summer St., Stamford, CT 06905 (203-964-8287).

1-5: *Video Expo*, New York (N.Y.) Passenger Ship Terminal, Berth 1/2. Cospons., Knowl. Industry Pub., Inc.; Video Mgr., TV/Broadcast Communications. Info.: Registrar, Video Expo New York, Knowl. Industry Pub., Inc., 701 Westchester Ave., White Plains 10604 (800-431-1880; in N.Y. 914-328-9157).

2-4: Int'l. Info. Mgmt. Congs., Hyatt Regency, Singapore. Theme, "INFOMATICS '84." Info.: INFOMATICS '84, POB 34404, Bethesda, MD 20817 (301-983-0604; Telex 904100 WSH).

2-5: Int'l. Assn. of Marine Sci. Libs. & Info. Ctrs. annual mtg., Woods Hole, Mass. Theme, "Sci. of Info. Handling: Year of the Ocean." Info.: J. Ashmore, Lib., Marine Biological Laboratory, Woods Hole 02543 (617-548-3705).

2-5: Medical LA/S. Ctrl. Reg'l. Grp. mtg., Williams Plaza Hotel, Tulsa, Okla. Theme, "The Compleat Ln." Info.: J. Minnerath, Local Arrangements Ch., Okla. U., Tulsa Med. Col. Lib., 2808 S. Sheridan, Tulsa 74129 (918-838-3464 x235).

3-5: Missouri LA annual conf., Holiday Inn, Cape Girardeau. Theme, "Info. Access: Restricted." Fee, $30 MLA mem.; $50 nonmem. Info.: M. McLeod, MLA, Suite 9, Parkade Plaza, Columbia 65203 (314-443-4627).

ADVERTISEMENTS

Issues in Access to Scholarly Information
Presented by the University of Oklahoma Libraries
Oct. 11–12, 1984

Sheraton Airport Inn
Oklahoma City, Okla.

Featured topics:

- Trends and issues in access to scholarly information
- Physical organization of library buildings and collections
- Role of collection development, reference services, and preservation
- Impact of technical services developments
- Resource sharing, consortia, and networks
- Copyright, interlibrary loan, and related issues
- Nonconventional resources, subject collections, and special collections
- Recent technological developments

Featured speakers:

Herbert White	Dean, School of Library & Information Science, Indiana University
David Kaser	Professor, School of Library & Information Science, Indiana University
Kenneth Peterson	Dean, University Library, Southern Illinois University
Helen Spalding	Assistant Director for Technical Services, University of Missouri–Kansas City
Donald Riggs	Librarian, Arizona State University
Carolyn Bucknall	Assistant Director for Collection Development, University of Texas–Austin
Robin Downes	Director of Libraries, University of Houston

For additional information, contact: **Sul H. Lee, Dean, University of Oklahoma Libraries, Norman, OK 73019; 405-325-2611.**

Positions Open continued from p. 575.

the fine arts, architecture, and urban planning; familiarity with research trends in the fine arts, architecture, and urban planning; complete understanding of academic library services to the fine arts, architecture, and urban planning and the ability to formulate, advocate, and relate goals and programs to the fields served. A degree in library science is desirable. Salary range is $22,776–$38,532. **This position will remain open until filled; candidates applying by Oct. 1 will be given first consideration.** The application letter should include a complete statement of qualifications, a full resume of education and relevant experience, and the names of at least 3 persons who are knowledgeable about the applicant's qualifications for the position. Anyone wishing to be considered for this position should write to: Rita A. Scherrei, Director, Administrative Systems and Personnel Services, **University Research Library, UCLA, 405 Hilgard Ave., Los Angeles, CA 90024.** UCLA is an equal-opportunity, affirmative-action employer. We encourage all qualified persons to apply. Librarians at UCLA are represented by an exclusive bargaining agent, the American Federation of Teachers (AFT). This position is exempt from the bargaining unit.

Head, Physical Sciences and Technology Libraries, University of California/Los Angeles. Under the general direction of the associate university librarian for research and instructional services, the head of PSTL has administrative responsibility for coordinating the operations, long-range planning, and direction of 4 libraries—Engineering and Math Sciences, Chemistry, Physics, and Geology—a technical processing unit, and an interlibrary loan operation, including: policies, programs; user and technical service, including online support system applications and bibliographic instruction; collection management and control; personnel management, including recruitment, selection, training, staff development, supervision, and evaluation; funding; expenditure control; space utilization; statistical, evaluative, planning, and other reports; and the promotion of good relations with faculty, students, and the public. The head establishes priorities and objectives for PSTL based on consultation with the library and section heads regarding needs and available resources. The head consults with staff, library administrative officers, library committees, and faculty of the schools and departments served, as appropriate. The head of PSTL participates in the general planning and problem-solving activities of the UCLA Libraries, and the universitywide library system, as appropriate. Evidence must show that candidates have demonstrated competence in administration in a complex organizational environment, particularly: competence in planning, setting objectives and priorities, communicating, mobilizing individuals to group action, and organizing for effective action; capability of working with various academic, library, and public groups and individuals; understanding of the mission of higher education and faculty/student information needs in the sciences; familiarity with research trends in the physical sciences and technology; complete understanding of academic library services to the sciences and the ability to formulate, advocate, and relate goals and programs to the fields served. A degree in library science is desirable. Salary range is $22,776–$38,532. **This position will remain open until filled; candidates applying by Oct. 1 will be given first consideration.** The application letter should include a complete statement of qualifications, a full resume of education and relevant experience, and the names of at least 3 persons who are knowledgeable about the applicant's qualifications for the position. Anyone wishing to be considered for this position should write to: Rita A. Scherrei, Director, Administrative Systems and Personnel Services, **University Research Library, UCLA, 405 Hilgard Ave., Los Angeles, CA 90024.** UCLA is an equal-opportunity, affirmative-action employer. We encourage all qualified persons to apply. Librarians at UCLA are represented by an exclusive bargaining agent, the American Federation of Teachers (AFT). This position is exempt from the bargaining unit.

Head, Physics and Astronomy Libraries—75-percent position. Administration of libraries serving upper-division undergraduates, graduate students, and faculty in the departments of Physics and Astronomy. Physics Library holds 45,000 vols.; Astronomy Library holds 10,000 vols. Responsibilities include supervision of 2.5 support staff and .8 FTE student assistants, reference service, bibliographic instruction, collection development, and answering research inquiries. The head reports to the assistant director for department and undergraduate libraries. Librarians hold faculty rank and are expected to meet university requirements for promotion and tenure, including research, publication, and service. Salary: $15,300–$20,250. Required: MLS

from ALA-accredited program; 5 or more yrs.' relevant experience, including supervision; ability to communicate effectively, orally and in writing. Highly desirable: advanced degree in physics; demonstrated knowledge of the literature of the field; reference experience in an academic or research library. **Apply by Oct. 1** to: Sharon A. Sullivan, Personnel Librarian, **Ohio State University Libraries, 1858 Neil Ave., Columbus, OH 43210.** Include names and addresses of 3 references. Qualified women, minorities, and handicapped persons are encouraged to apply.

Head, reference department, University of California/Santa Barbara. Responsible for overall planning of departmental activities and administration of all resources in dept. of 14 librarians & 19 support staff. Manages reference collection of 30,000 vols. serving humanities & social sciences. Works closely with 9 other department heads of library. Requires MLS degree, understanding of educational role of library, & commitment to public service function of academic research library; understanding of online data services & bibliographic instruction & knowledge of reference sources appropriate to humanities & social sciences; collection management & foreign language desirable. Salary range for associate librarian/librarian is $24,828 – $42,000. **Send resume by Oct. 15** to: Margaret Deacon, Associate University Librarian, **UCSB Library, University of California, Santa Barbara, CA 93106.** UCSB is an AA, EOE.

Head of reference services department. Faculty, tenure-track position available in university library. Reports to director of libraries. Administers and participates in department of 3 reference librarians and 2+ FTE staff. Reference services include main reference desk, online searching, ILL, and reference collection development. Head of reference services works closely with head of bibliographic instruction and head of collection development to coordinate work of reference librarians. Candidates should demonstrate ability to supervise work of other library faculty and staff and leadership initiative required to respond to a growing university with rapidly diversifying curriculum. Required: ALA-accredited MLS, 5 yrs.' relevant library experience. Preferred: 2nd MA or PhD, research and publication record. Appointment at assistant librarian rank or above (equivalent to assistant professor). Salary: $20,000+ depending on education and experience. USA Libraries hold membership in SOLINET/OCLC and operate NOTIS, an integrated library system with an online catalog. USA Libraries are pursuing membership in the Association of Southeastern Research Libraries. The university includes colleges of Arts and Sciences, Business and Management Studies, Education, Engineering, Allied Health Professions, Nursing, Medicine, and Division of Computer Information Sciences, with 3 branch campuses serving nearly 10,000 students. University budget in excess of $100 million. Benefits include: 20 days' vacation, subsidized insurance, state retirement, subsidized TIAA/CREF option. **Submit resume and names of 3 references by Sept. 30** to: **Anita Bayles, Chair, University Libraries Search Committee, Library Administration, The University of South Alabama, Mobile, AL 36688.** An equal-opportunity, affirmative-action employer.

Instructional librarian. Reports to head, reference department. Assesses graduate/undergraduate instructional needs. Plans, implements, coordinates an integrated, comprehensive instructional program, utilizing existing library staff. Works with and advises faculty in instructional matters. Assists in the reference dept. Serves as subject bibliographer in engineering or science. Requirements: ALA-accredited MLS or acceptable equivalent; 3 yrs.' professional experience, including 2 in library instruction; effective communication skills; planning ability. Additional science/engineering academic preparation preferred. Salary: $18,300 minimum. **Application deadline Sept. 30.** Send letter of application, resume, and 3 letters of reference to: William F. Rogers, Associate Director, **Ohio University Libraries, Athens, OH 45701.** Ohio University is an equal-opportunity, affirmative-action employer.

Labor and industrial relations librarian, Michigan State University. Primary responsibilities: public service and collection development. Holdings in labor law, arbitration, collective bargaining, and human resources development. Staffed by 3 FTE. Reports directly to the director of School of Labor and Industrial Relations and to the head of resources and special services department of library. Qualifications: master's degree from accredited library school; minimum of 5 yrs.' professional experience with LIR collection; knowledge of database searching and bibliographic instruction; professional association membership. Minimum salary, $25,000 – $27,000. TIAA/CREF retirement. 12-mo. appointment. Starting date: Oct. 1, 1985. Apply to: Jack Stieber, Director, **School of Labor and Industrial Relations, Michigan State University, East Lansing, MI 48824-1032.**

Librarian of the Tozzer Library. To administer library of 152,000 volumes in fields of archaeology, biological and cultural anthropology. Located next to Peabody Museum, library is one of 11 units of Harvard College Library, serving Faculty of Arts and Sciences. Direction of 5 professionals, 10 support staff, and student help. Qualifications: MLS degree with minimum 4 yrs.' significant professional library experience in academic setting, including administrative and supervisory experience; academic background in anthropolgy; interpersonal and communication skills. Librarian II ($20,600 minimum) or Librarian III ($25,400 minimum), depending on qualifications. Available Nov. 1. Good benefits package. Resumes to: Karen N. McFarlan, University Personnel Librarian, **Harvard College Library, Cambridge, MA 02138.** An equal-opportunity, affirmative-action employer.

Librarian—serials cataloger. Southern Illinois University at Carbondale, Morris Library. Required: master's degree from ALA-accredited library school. Preferred qualifications: one or more yrs.' serials cataloging experience in a college or university library; bibliographic skills in French, German, Spanish, and/or other languages; experience with an automated system such as OCLC. Faculty rank, fulltime, 12-mo. renewable term appointment. University retirement system of Illinois, state paid life, medical and surgical insurance, liberal leave benefits including 25 vacation days and 11 holidays per contract yr. Salary $16,000 and up based upon education and experience. Position available immediately. **Application deadline Sept. 20.** Apply to: Don E. Wood, Chair, Search Committee, Serials Department, **Morris Library, Southern Illinois University at Carbondale, Carbondale, IL 62901.** The university is an equal-opportunity, affirmative-action employer.

Librarian II – IV/reference librarian. Under the general supervision of the head of reference, provides general reference assistance in the social sciences and humanities, participates in the library instruction and orientation program, and performs computer literature searches. May provide specialized reference assistance, library instruction, and select materials in psychology. Works a schedule which includes some evening, weekend, and holiday hrs. Must have an MLS from an American Library Association – accredited library school; educational background in one of the social sciences, preferably psychology; at least 2, preferably 5, yrs.' experience in this or a comparable library, including at least 2 in reference service; strong service orientation; excellent reference skills. Computer literature searching experience in more than one system (especially BRS and DIALOG) and in a wide variety of databases highly desirable. This position will be available in January 1985.

Reference/Bibliography Librarian

Instructor rank—MLS required. 2 yrs.' community college experience preferred. General college reference work, collection development and evaluation, preparation of subject program and holdings bibliographies, and bibliographic instruction. Science background highly desirable. 1984/85 academic-yr. salary range $13,000 – $15,000. **Mail letter and resume to be received by Sept. 28** to: **Somerset County College, Personnel Office, POB 3300-A, Somerville, NJ 08876.** An equal-opportunity, affirmative-action employer.

Salary range will be $20,000 – $30,000, commensurate with education and experience. **By Sept. 15,** please send resume to: R. F. MacDonald, **University of Massachusetts Library, Amherst, MA 01003.** An affirmative-action, equal-opportunity employer.

Life sciences reference librarian, science and technology dept., the Pennsylvania State University Libraries. Faculty position with responsibilities for reference service, general and subject-specialty collection development, online database searching, library instruction, and supervision of interlibrary loan procedures. Library is one of the leading agricultural and biological sciences libraries; has holdings over 250,000 vols.; serves agricultural, biological, and allied health programs of a major land-grant university, with a primary clientele of 8,000 students, faculty, and staff in 3 colleges. LIAS, Penn State Libraries' computer information system, provides direct and remote access. Requirements: ALA-accredited MLS or equivalent; educational background in a life science (agricultural, biological, or biomedical). Subject master's preferred. Foreign language, preferably European, and minimum 2 yrs.' experience in an academic or special library desirable. Potential for promotion and tenure considered. Salary and rank dependent upon qualifications, $18,000 minimum. Liberal benefits with choice of TIAA or state retirement and educational privilege. **Apply by Oct. 15.** Send letter, resume, list of 3 references to: Anne Minshall, **E505 Pattee Library, Box LS2, The Pennsylvania State University, University Park, PA 16802.** An equal-opportunity, affirmative-action employer.

Monograph Recon Project supervisor, Columbia University Libraries. This position will report to the head of the cataloging with copy department and have responsibility for assisting in the planning and implementation of the Monograph Recon Project, which involves the retrospective conversion of monographic catalog records, initially in the LC classes PE, PR, and PS. Duties will include participating in the development of project guidelines and design of workflow procedures; supervising the project, including the hiring, training, and revising of student assistants in basic cataloging, MARC tagging, and RLIN database searching and inputting procedures; ensuring that the project proceeds as scheduled; and maintaining quality control over the database. In addition to an accredited MLS, requirements are aptitude for analytical and detail work as demonstrated through previous relevant experience and/or superior performance in a formal course in cataloging; previous experience with machine-readable bibliographic databases, preferably RLIN; some experience with retrospective conversion projects desirable; a broad subject background, with a degree in the humanities preferred; the ability to work well with and supervise others; and a working knowledge of German and one or more Romance languages. Preferential consideration will be given to candidates with previous cataloging experience. Schedule: Monday – Friday, five 7-hr. days, including 5 – 9 pm each day. Salary

ranges: Librarian I, $19,000–$24,700; Librarian II, $21,000–$27,300. This is a temporary, 2-yr. position, with possibility of extension. **Deadline for applications is Oct. 12.** Submit resume, listing salary requirements and 3 references, to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

Monographic cataloger (search reopened): Northwestern University Library. **Entry-level** position. Performs original and complex copy cataloging of monographs, including descriptive and subject cataloging, classification, and authority work, using AACR2, LCSH, DDC 19, and the MARC bibliographic and authorities formats. Works cataloged are from or about Africa, or by African authors. They may be on any subject, and in any of a variety of languages. Cataloging and authority work are performed on Northwestern's NOTIS (Northwestern Total Online Integrated System) library automation system, for inclusion in the union online catalog, and forwarding to the RLIN database. Some authority work may be performed for the Library of Congress's Name Authority Cooperative (NACO) program. Qualifications: MLS from an ALA-accredited library school, working knowledge of one or more foreign languages, preferably including French. Experience in library technical services, using an automated system, preferred. Some Africana background desirable, but not required. Salary: $16,000. **Applications received by Oct. 31 will be considered.** Send letter of application and resume, including names of 3 references, to: Lance Query, Director of Library Research, Analysis, and Personnel, **Northwestern University Library, Evanston, IL 60201.** An EEO, AA employer.

Reader services librarian (search reopened). Supervises and directs work of reader services department, including circulation, ILL, reserves, copying service, and periodicals. Participates in BI program, online database searching services, staffing reference desk (including evening and weekend hours), liaison program with academic departments, and general and reference collection development. Assist in preparing printed reference guide and teaching credit course in library research and bibliography. Member of administrative staff council. Supervises 2–3 FTE support staff and 21 student assistants. ALA-accredited MLS degree and at least one yr.'s professional reference and/or circulation experience required. Background in business or sciences desired. 2nd subject master's degree preferred. Salary from $19,000 to $21,000 for 12-mo. contract with faculty rank. Excellent fringe benefits. **Send letter of application, resume, and names of 3–5 references by Oct. 1** to: Wendell Barbour, Chair, Reader Services Search Committee, **Smith Library, Christopher Newport College, 50 Shoe Lane, Newport News, VA 23606.** An EOE, AA employer.

Reference librarian. Assistant librarian; one-half FTE; duties include reference desk, pamphlet file, library instruction, BRS searching. Requirements: MLS degree, 1–2 yrs.' academic reference experience; demonstrated ability to communicate with faculty and students, experience with BRS. Preferred: graduate degree in religion or theology, religion or theological reference experience, experience in library instruction, knowledge of one or more languages in addition to English. Salary range: $7,866–$10,039. **Deadline Sept. 15.** Send cover letter and resume and 3 letters of reference to: Head of Public Services, **Graduate Theological Union Library, 2400 Ridge Rd., Berkeley, CA 94709.** EOE.

Reference librarian with specialization in social sciences and government documents. Provides general reference service with 11 full-time reference specialists. Specialist activities include extensive online database searching, bibliographic instruction, department liaison, collection development, and the promotion of existing federal and state depository document collections. ALA-accredited MLS or equivalent required. Undergraduate major in one of the social sciences is preferred. Work experience with a documents collection and an advanced degree in a social science discipline are desirable. Tenure-track position. 12-mo. appointment, 24 days' annual leave, tuition remission, usual benefits. Salary ranges, dependent upon qualifications: instructor, $16,000–$18,000; assistant professor, $18,000–$20,000. **Send letter of application, current resume, and the names, addresses, and telephone numbers of 3 recent references by Oct. 15** to: Jill Keally, Personnel Librarian, **The University of Tennessee Library, Knoxville, TN 37996-1000.** UTK is an EEO, affirmative-action, Title IX, Section 504 employer.

Science librarian. Permanent, 12-mo., full-time; top range $24,000–$28,000 negotiable depending on qualifications and experience. Baccalaureate degree in chemistry and/or physics, MLS from program accredited by ALA. Additional subject master's preferred. Minimum 5 yrs.' relevant experience in science librarianship; online search experience, strong public service commitment and ability to communicate. Must comply with policies of faculty handbook including research, publication, and service to profession and community. **Submit resume (including names and addresses of 3 references) and all academic transcripts by Nov. 1** to: Sandra Carter, **General Library, University of New Mexico, Albuquerque, NM 87131.** AA, EOE.

Science librarian. Position to be filled between Oct. 15 and Jan. 15, 1985. Assists users directly at a central reference desk, takes part in the library instruction and collection development programs, provides computer searches, and serves as liaison with the faculties of engineering, computer science, mathematics, physics, chemistry, and geology. Qualifications: the successful candidate will be service-oriented, able to work effectively with both students and faculty, and committed to promoting library services and collections to the academic community. An ALA-accredited MLS is required. Undergraduate degree in the sciences required, but will consider candidates with library experience in the sciences. A 2nd graduate degree in a relevant field is desired and is expected for tenure. Salary and benefits: starting salary $17,000–$25,000 for 12-mo. appointment, depending on experience and qualifications. Successful candidate will be eligible for tenure review. TIAA/CREF, choice of medical programs. **Send letter of application and resume by Oct. 15** to: Marilyn Myers, Coordinator of Collection Development, **Box 68, Wichita State University, Wichita, KS 67208.** Finalists will be invited for an expense-paid interview. Wichita State University is an affirmative-action, equal-opportunity employer.

Serials cataloger (search reopened). Performs new cataloging, recataloging, and classification of serials at all levels of difficulty for Northwestern's automated system (NOTIS) using the Dewey Decimal Classification, Library of Congress Subject Headings, and the Anglo-American Cataloguing Rules. Functions as liaison to catalog management section of the catalog department and assists the senior serials cataloger with problem solving and other difficult work of the serials catalog section. Qualifications: MLS from an accredited library school; working knowledge of 2 or more languages, preferably including French and German; ability to catalog in unfamiliar languages using a dictionary. Serials cataloging experience in an automated system using the MARC serials and authorities formats preferred. Salary: $16,000–$18,000. **Applications received by Oct. 31 will be considered.** Send letter of application and resume, including names of 3 references, to: Lance Query, Director of Library Research, Analysis, and Personnel, **Northwestern University Library, Evanston, IL 60201.** An EEO, AA employer.

Serials librarian (search reopened). To catalog a periodicals collection, supervise participation in statewide union list of serials using OCLC, and maintain a local periodicals database. As time allows, other cataloging may be assigned. Qualifications: ALA-accredited MLS; working knowledge of AACR2, LC classification and subject headings as applied to serials; experience with an automated cataloging system, preferably OCLC; previous serials cataloging and supervisory experience preferred. Salary $17,500 minimum, commensurate with education and experience. Temporary 2-yr.-term contract with faculty status. **Deadline: Oct. 15.** Send letter of application, resume, and 3 letters of reference to: **Director's Office, Olson Library, Northern Michigan University, Marquette, MI 49855.** Please describe relevant experience and coursework. An AA, EO employer.

LIBRARY EDUCATION

Library science: assistant professor or associate professor depending on qualifications. Position available August 1985, or January 1985 if candidate selected is available. Responsibilities include teaching graduate courses in at least 2 of the following areas: reference and information sources and services (including automated information services); research methods in librarianship; and information science in librarianship. Other teaching areas dependent on candidate's interests and needs of program. Other responsibilities include advising students and research and publication. Doctorate in library science or related field required. Master's degree from ALA-accredited program required, as well as 3 yrs.' experience in libraries or university teaching with some library science teaching desirable. Salary $22,000 negotiable for assistant professor for 9 mos.; $25,000 negotiable for associate professor for 9 mos. Tenure-earning position. **Application deadline Oct. 1.** Send resume and references to: John McCrossan, Department Chair, **Department of Library, Media, and Information Studies, HMS 301, University of South Florida, Tampa, FL 33620.** Note: according to Florida law, applications and meetings regarding this position are open to the public. USF is an equal-opportunity, affirmative-action employer.

1–3 assistant professors, library information studies, University of Wisconsin–Madison. Teach, conduct research, and advise MA and PhD students in areas of public services, children's and youth materials and services, and bibliographic organization. Knowledge of technological applications and competency to teach in foundation areas required. Professional experience in specialty preferred. Qualifications: doctorate in library/information studies or cognate disciplines, or candidacy; promise of significant research contributions. Salary minimum $21,000. **Closing date: Jan. 11, 1985.** For fuller description, contact: Mary Woodworth, Assistant Director, **School of Library and Information Studies, University of Wisconsin–Madison, 600 N. Park St., Madison, WI 53706.**

Visiting appointment. The UCLA Graduate School of Library and Information Science is seeking to make a one-yr. visiting appointment in the area of cataloging and subject analysis. This appointment could lead to a permanent position. Applications are desired from candidates with a doctorate, or from persons about to receive one, with demonstrated experience or strong potential in teaching, with interest and competence in theoretical and empirical research, and with knowledge of professional practice. Rank and salary will depend upon record of experience and competence with the following established ranges: assistant profes-

sor $25,500–$29,000; associate professor $30,600–$34,300; professor $37,100–$49,600, all on a 9-mo., academic-year basis. The appointment will be as of fall quarter, 1985, or earlier. **Applications close Nov. 30.** Inquire and send resume with a list of references to: Robert M. Hayes, Dean, **Graduate School of Library and Information Science, University of California, Los Angeles, CA 90024.** The University of California is an equal-opportunity, affirmative-action employer.

MEDICAL LIBRARY

Agriculture–veterinary medicine librarian. Provides special library reference services to faculty and students of College of Agriculture and Veterinary Medicine. Responsibilities include reference and online information retrieval, bibliographic instruction, and collection development in veterinary medicine. ALA-accredited MLS, or equivalent, required. Undergraduate and/or graduate degree in agricultural, medical, or biological sciences preferred. 3 yrs.' experience in health sciences or science library or medical librarian certification is desirable. MEDLINE training and/or experience is desirable. Tenure-track position. 12-mo. appointment, 24 days' annual leave, tuition remission, usual benefits. Salary ranges, dependent upon qualifications: instructor, $16,000–$18,000; assistant professor, $18,000–$20,000. **Send letter of application, current resume, and the names, addresses, and telephone numbers of 3 recent references by Oct. 15** to: Jill Keally, Personnel Librarian, **The University of Tennessee Library, Knoxville, TN 37996-1000.** UTK is an EEO, affirmative-action, Title IX, Section 504 employer.

Veterinary medicine branch librarian (search reopened). Mississippi State University Libraries. Qualifications: ALA-accredited MLS degree strongly preferred. Relevant subject degree or substantial relevant library experience in biomedical and/or natural sciences; computerized literature search skills; minimum of 2 yrs.' work experience in an academic or research library, including administrative and /or supervisory experience; effective oral and written communication skills, and the ability to work effectively with faculty and students required. Duties: overall operation and administration of the branch library to include: supervision of library assistants and student assistants; reference service to faculty and students; branch library collection development activities; bibliographic instruction; preparation of reports and publications; and other duties as assigned. Benefits: include faculty rank, status, privileges, and responsibilities; enrollment in the state retirement system; comprehensive medical coverage; university holidays and annual and health care leave. Salary: approximately $18,000–$20,000, commensurate with qualifications and experience. Available immediately. This position will be filled only if a suitable applicant is found. **Application procedure: send letter of application, resume, and official university transcript, including names and addresses of at least 3 references (preferably work) by Oct. 1** to: Chair, Search Committee, Veterinary Medicine Branch Librarian, **Mississippi State University, POB 5408, Mississippi State, MS 39762.**

Health Sciences Librarian

Argonne National Laboratory, located 20 miles southwest of the Chicago Loop, operates a system of 8 libraries in a campus-park setting, and has an opening for a health sciences librarian to be in charge of its Biological and Medical Sciences Branch Library. The library serves groups working in biology and medicine, cancer research, oncology, physiological effects of radiation, and biotechnology. This branch library has a substantial collection of journals and monographs to support a quality research program, and receives over 225 current journal subscriptions. The librarian will perform literature searches in online databases and in manual indexes and abstracting sources, select the materials for the collection, maintain the collection in good order, and supervise clerical employees. Also, the librarian must make users aware of library services available, interpret the resources to them, and assist and train them in using the library's resources and services.

Credentials desired include a master's degree in library or information science, undergraduate degree or major in biological sciences, and 5 yrs.' experience in a biological or health sciences library performing reference work, searching, and public services. Experience in online searching is essential. The laboratory is operated by the University of Chicago for the U.S. Department of Energy. We offer a stimulating and challenging work environment and an outstanding compensation and benefits package which includes TIAA/CREF as one of its options. Starting salary range is $1,778–$2,227 per mo. For confidential consideration, send resume to:

Rosalie L. Bottino
Box J-TIS-24515-(1J)
Argonne National Laboratory
9700 Cass Ave.
Argonne, IL 60439

Affirmative-action, equal-opportunity employer

MUSIC LIBRARY

Music cataloger: University of Georgia, **entry-level** position. (Salary minimum $15,300.) Duties: responsible to the head, nonbook cataloging section for performing original cataloging and for supervising 2.5 support staff in copy cataloging of music scores and sound recordings in all languages; serving as resource person for music cataloging; and participating in the cataloging department's policy-making process. The department, comprised of 30 staff members, catalogs over 40,000 books, serials, microforms, and nonprint materials yearly. Qualifications: MLS from ALA-accredited library school; bachelor's degree in music; knowledge of AACR, AACR2, and LC classification and subject headings; ability to work with broad range of languages; good oral and written communication skills; ability to establish and maintain effective working relationships; experience with OCLC cataloging desired; supervisory experience desired; knowledge of other automated systems applicable to libraries desired; strong interest in academic librarianship desired. **Application procedure: send letter of application by Oct. 12,** including resume and names of 3 references, to: Bonnie Jackson Clemens, Assistant Director for Administrative Services, **University of Georgia Libraries, Athens, GA 30602.** This position will be filled only if suitable candidates are found. An equal-opportunity, affirmative-action institution.

NETWORK

Network librarian. Immediate opening for a highly motivated, energetic individual for the position of network librarian for statewide OCLC network services. Minimum requirements: MLS or equivalent, 3 yrs.' cataloging experience, knowledge of MARC formats, AACR2, OCLC cataloging subsystem, effective oral and written communication skills, and ability to work in team environment. Familiarity with other OCLC subsystems, microcomputers, and training experience highly desirable. Duties include assisting libraries in the implementation of OCLC, training, travel (20%–30%). Salary to: $19,000, dependent upon qualifications. Benefits: health/life insurance, TIAA/CREF, 20 vacation days, 12 sick days. Submit resume and 3 current job-related references to: Barbara Evans Markuson, Executive Director, **Indiana Cooperative Library Services Authority, 1100 W. 42nd St., Indianapolis, IN 46208.** An equal-opportunity employer.

OTHER

Jobbers needed to sell census reference set to libraries in all Western and New England states. Long-term contract, 25 percent commission on $395 sale. Call: Gretchen Kelly at **619-942-7000.**

Marketing representative. General Research Corporation, Santa Barbara, Calif., is creating a new position to sell its well-known GRCCOM library products & services. We have many customers, interested prospects, and a flow of new products. You will sell, plus evaluate prospect needs and develop appropriate marketing materials. Considerable travel involved. Requires experience in sales related to computerized systems for the library community; excellent written and oral communications skills; at least a BA degree. General Research offers a salary of $22,000–$35,000, depending on qualifications, plus expenses, and an outstanding benefits program. For immediate consideration, please send a complete resume of experience and education now to: L. FitzGerald, **General Research Corporation, POB 6770, Santa Barbara, CA 93160-6770.** An equal-opportunity employer, M/F/H.

PUBLIC LIBRARY

Adult services librarian for Berkeley County Library. Major emphasis on reference service and public relations. Berkeley County Library system serves a population of 94,700 and is located 30 miles from Charleston, S.C. MLS from an ALA-accredited school is required and a minimum of 2 yrs.' experience. Salary $15,353, plus good fringe benefits. Contact: **Berkeley County Personnel Dept., 223 N. Live Oak Dr., Moncks Corner, SC 29461.** Equal-opportunity employer.

Assistant city librarian. Assists the city librarian in the administration of a large metropolitan library system serving a population of 560,147 with a budget of $4 million. Appointee will assume full responsibility in absence of city librarian, write grant applications, conduct budgetary studies, interact with community, assist in implementation of new 10-yr. plan for growth and development. May be responsible for administration of one dept. Thorough knowledge of large public library administration and library automation is required. MLS from ALA-accredited library school with 5 yrs.' professional experience, 2 of which must have been in a supervisory and administrative capacity. Starting salary $30,252. Please send resume to: M. E. Wright, Jr., **New Orleans Public Library, 219 Loyola Ave., New Orleans, LA 70140.**

Assistant director for service-oriented county library. Position requires an efficient, flexible, personable approach to the challenges of a growing system. Primary duties include reference services, ILL, and supervision. Other duties varied, such as materials selection, children's programming, AV, planning, and

special projects. Library serves 43,000, includes archives, rural book deposit stations, projected branch library, and books-by-mail. A rewarding opportunity offering professional growth for a motivated individual. ALA-accredited MLS, public library reference experience desirable. Salary $14,000 plus benefits. **Would like to fill by Sept. 30.** Send resume, letter of application, and names and telephone numbers of 3 references to: Edward Land, Director, **Chambers County Library, Hwy. 29, Valley (Shawmut), AL 36876.**

Children's librarian: search extended. Responsible for book selection, programming, and general operation of bright, spacious children's room in a library that is the cultural center of a multiracial community. MLS from ALA-accredited school required. Salary: $15,000 minimum, negotiable depending upon experience. 37.5-hr. workweek, including Saturday duty. Paid health, dental, and life insurance. Employer-paid Individual Retirement Account. No residency requirement. **Apply by Oct. 1** to: Frederick J. Kirby, Director, **Benton Harbor Public Library, 213 E. Wall St., Benton Harbor, MI 49022; 616-926-6139.** Equal-opportunity employer. Qualified minority applicants strongly encouraged to apply.

Children's services librarian for a dynamic public library serving 20,000 in a Chicago suburb. Responsible for materials selection and classification, and for creating and implementing services for children including working with schools and other community agencies. Enthusiastic, energetic individual committed to children's services and team-management approach. ALA-accredited MLS required; salary range $16,000 – $22,000. Send resume to: Jill Holopigian, Library Director, **Bensenville Community Public Library District, 200 S. Church Rd., Bensenville, IL 60106.**

City library director for university community of 30,000 (metropolitan population of 120,000). Directs municipal library program within framework of 5-co. centralized library system. Requires ALA-accredited MLS plus minimum of 3 yrs.' professional library experience, including staff supervision. Demonstrated skills in community relations and planning of library facilities highly desirable. Salary $21,000. Send resume and letters of reference to: Lon Dickerson, Director, **Lake Agassiz Regional Library, Box 900, Moorhead, MN 56560.**

Director, multitype system. Three Rivers Regional Library Service System, New Castle, Colo., a federated system of 38 public, school, academic, and special libraries, is seeking an energetic, flexible, dedicated, and personable individual to direct the system. Three Rivers is a rural, sparsely settled area of northwest Colo. (90,000 people in over 20,000 sq. mi.) and candidates must be able to demonstrate a sensitivity to an area that includes small ranching communities and large ski area. Major duties include supervision of system staff of 4 FTE (including an LSCA-funded OCLC RetroCon project with the local correctional facility), consulting with system members, editing the monthly newsletter, planning workshops, budget preparation, participation in professional organizations, and extensive travel throughout the yr. Experience in more than one type of library and a knowledge of library automation helpful. ALA master's required. 5 yrs.' library experience, 3 at the administrative level. Excellent benefits. $25,000 – $30,000 salary dependent on experience. **Submit a letter of application, resume, and 3 references by Sept. 28** to: Search Committee, **Three Rivers RLSS, Box 97, New Castle, CO 81647.** A job description and detailed job announcement are available upon request.

Director. Rapid City Public Library seeks a library director for a community of 46,000. Staff 18 FTEs. Collection 105,000. Must have MLS from ALA-accredited library school. Undergraduate degree in business administration preferred. Strong managerial skills needed. Responsible for budgeting and personnel administration, public relations, and planning. Experience with computer applications desirable. Salary range $19,000 – $24,000. Benefits. Resume to: Library Board Chair, **Rapid City Public Library, 610 Quincy St., Rapid City, SD 57701.**

Director. Rocky River (Ohio) Public Library, in a western suburb of Cleveland serving a community of 21,000, seeks a director with MLS from ALA-accredited school with a minimum of 8 yrs.' experience as a professional including 4 as a director of a medium-sized library and 4 involving supervisory responsibilities. Communications and community interaction skills essential. Requires knowledge of computer technology and expertise in coordinating and implementing an automated library system. Responsible for budgeting, personnel administration, and building management. Library houses the Cowan Pottery Museum with director serving as curator. 17 FTE, 6 professionals, book collection 85,000, circulation over 211,000, budget $700,000, 63-hr. week including 4 hrs. on Sundays (closed Sundays during summer). 15 minutes from Cleveland's educational, cultural, and sports world. Position open early 1985. Salary range $31,000 – $36,000 based on qualifications. **Applications accepted until Oct. 1.** Submit letter of application, a resume with copies of undergraduate and graduate transcripts, and 3 letters of reference. Send to: Ruth L. Hauser, President of Library Trustees, **Rocky River Public Library, 1600 Hampton Rd., Rocky River, OH 44116.**

Director, Vermillion Public Library, Vermillion, S.D. Available Sept. 15. Community of 10,300, home of the University of South Dakota. Duties: plans, organizes, and directs city library services; operating budget $133,000. Book collection 30,000. Supervises staff of 4.5 FTE. Seeking an individual with 2 or more yrs.' experience in a public library. ALA-accredited MLS preferred. Salary $17,000 – $19,000, d.o.q. **Resume, letter of application, and 3 current letters of reference with telephone numbers by Oct. 1** to: Joseph Edelen, Chair, **Board of Trustees, Vermillion Public Library, 18 Church St., Vermillion, SD 57069.** Equal-opportunity employer.

Director, Wheeler Basin Regional Library. Progressive 3-co. library system in north central Alabama serving 166,400 residents. 6 branches, FY '84 budget $520,000 (10 percent plus increase expected in '85). CLSI now being implemented. MLS from ALA-accredited school, 5 yrs.' increasingly responsible professional public library experience, community-oriented person with strong fiscal and human relations skills. Minimum starting salary $24,000 (negotiable) plus fringes. **Deadline Oct. 12.** Contact: Jean Rankin, Chair, Search Committee, **Wheeler Basin Regional Library, POB 1766, Decatur, AL 35602.**

Editor, *LA LISTA*, Mexican-American services (bibliographic) librarian II. Under the general supervision of the coordinator, main

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The Public Library *of the* City of Boston

The trustees of the Public Library of the City of Boston invite nominations and applications for the position of director and librarian.

The Boston Public Library has a long tradition and significant involvement in the educational and cultural affairs of the city of Boston and of the commonwealth of Massachusetts. It was the first public library in the country to establish a branch system and its rich research collections have been the subject of study by scholars from around the world. Today, the trustees seek a director who will bring leadership, inspiration, and direction to the staff of 500; vitality and responsiveness to its community of users; and vision and expertise to the requirements and complexities of collection management and of information technology.

The library's resources include some 15 million items in a circulating collection including 26 branch facilities located in neighborhoods of Boston and in a research library including special collections that are world-renowned. The budget from a variety of sources is approximately $17 million. The library serves as headquarters for the Eastern Massachusetts Regional Library System and as the Library of Last Recourse for the commonwealth of Massachusetts. It is a member of such cooperative organizations as NELINET, the Boston Library Consortium, the Center for Research Libraries, and the Association of Research Libraries.

Minimum qualifications: MLS or graduate degree from an ALA-accredited library school and 10 yrs.' progressively responsible library experience including 5 yrs.' administration and management. Residency in the city of Boston required. *Salary:* $60,000. Full job description available on request. Interested and qualified applications or nominations are welcomed by: **President, Board of Trustees, c/o Jane Manthorne, Clerk of the Corporation, Boston Public Library, Boston, MA 02117.**

Applications should be received by Nov. 1.

Copies of applications or nominations and inquiries should be directed to: **Margo Crist, Advisor to the Board of Trustees, Central Massachusetts Regional Library System, Salem Square, Worcester, MA 01608; 617-799-1654.**

The Boston Public Library is an equal-opportunity, affirmative-action employer.

library services & collections, edits *LA LISTA*, the internationally distributed publication providing selection information and reviews of Spanish-language materials. Also develops and maintains the public library Spanish-language and ethnic collections, provides reference services, and supervises activities of the Mexican-American services section. $20,951 – $25,348 —anticipated 1984/85 salary. (Texas has no state income tax.) Requires ALA-accredited master's degree in library science and 2 yrs.' directly related postgraduate library experience, and ability to read, write, and speak Spanish fluently (proficiency will be tested). **Apply by Oct. 1** to: Personnel Officer, **El Paso Public Library, 501 N. Oregon, El Paso, TX 79901; 915-541-4865.** An AA employer.

Head cataloger. Responsible for assisting in the administration of technical processing dept. with emphasis on cataloging, classification, and inventory control. ALA-accredited MLS plus experience in technical services procedure. Knowledge of OCLC, AACR2, Dewey Decimal, LC, and ANSCR. Salary $18,802 depending on qualifications, liberal benefits. Position available immediately. Send resume and references to: Kenneth Tewell, **Personnel Office, Toledo-Lucas County Public Library, 325 Michigan St., Toledo, OH 43624.** An EEO, AA employer.

Head of adult circulation, central library. Directs activities of major department. Includes staff training, collection development, public relations, readers' advisory service. Requirements are excellent interpersonal and administrative skills, a master's degree from an ALA-accredited library school, 2 yrs.' library experience. Supervisory experience preferred. Experience with automated circulation system helpful. Minimum $17,000. **Send resume and names of 3 references by Sept. 30** to: Dorothy Sanborn Elliott, Director, **St. Joseph Public Library, Tenth and Felix Sts., St. Joseph, MO 64501.**

Head of children's services (search reopened), Waukesha (Wis.) Public Library (close to Milwaukee). Responsible for planning, organizing, and supervising children's services departments of headquarters library for county library system. Requires master's degree in library science, and 3 yrs.' experience in children's services. Starting salary $18,171. **Applications close Oct. 15.** Request further information from the library: **414-549-8161;** and application blanks from: **City Hall, Personnel Dept., 201 Delafield St., Waukesha, WI 53186.**

Head of extension services. Plan, coordinate, and direct library services for rapidly growing community, including 4 branches, bookmobile, and active outreach program. Requires ALA-MLS, 3 – 5 yrs.' library experience with emphasis in extension services. Salary $20,500. **Send letter of application and resume by Sept. 20** to: Donna Barrett Schremser, Director, **Huntsville-Madison Co. Public Library, POB 443, Huntsville, AL 35804.**

Law librarian: Cumberland County Public Library and Information Center is seeking a dynamic individual to be responsible for the operation of the county's law library. Under the administration of the public library, the law library provides reference services to the legal profession, legal students, and the general public of Cumberland County. This position will also have some scheduled duty at the general reference desk of the main library. Candidates should have an MLS from an ALA-accredited school. Familiarity with legal materials would be helpful. Salary: $17,252. Send resume and 3 references to: Pat Jones, **Cumberland County Personnel Office, P.O. Drawer 1829, Fayetteville, NC 28302.**

Administrative Librarian (Assistant Chief, General Reading Rooms Division)

Library of Congress
Washington, D.C. 20540
Vacancy Announcement #40621

Administrative librarian (assistant chief, General Reading Rooms Division). $50,495 – $65,642 per year. GS-1410-15. One year of specialized experience at the GS-14 level in federal service or at a comparable level of difficulty outside federal service. Specialized experience must have demonstrated outstanding knowledge of library administration and comprehensive knowledge of principles and practices of librarianship with particular emphasis on reference service/functions in a large research library. MLS required. **To apply, submit SF-171 (Personal Qualifications Statement) and required Supplemental Qualifications Statement by Sept. 30** to: **Library of Congress, LM-107 Employment Office, Washington, DC 20540.** U.S. citizenship required. No letters/resumes will be accepted in lieu of the required forms, copies of which may be obtained by calling: **202-287-5627.**

The library is an equal-opportunity employer.

Librarian, supervisor of established literacy program and coordinator of library volunteer program to be developed. A new position. 3 – 5 yrs.' experience working with literacy programs and volunteers in public libraries required. MLS from ALA-accredited school and eligibility for N.C. Public Library Certification. Salary—$18,542 – $26,286. Open Oct. 1. Contact: Martha H. Davis, Director, **Rockingham County Public Library, 527 Boone Rd., Eden, NC 27288.**

Librarian I. Responsible to implement an LSCA I grant for a computer-literate community. Qualifications: MSLS in library and information science (including coursework in computer science) and a BA in education. Excellent chance for continuing on staff at end of grant yr. At that time duties will expand to include YA services. $14,148 plus fringe benefits. 35-hr. week. **Application deadline Sept. 20.** All qualified applicants will receive consideration for employment without regard to race, color, religious creed, ancestry, national origin, age, or sex. Send resume and transcripts to: Anna-Marie Fischer, **Chester County Library, 400 Exton Square Pkwy., Exton, PA 19341.**

Librarian II/adult services specialist to head division which includes reference, audiovisual, public-use computers, and adult programming. Salem Public Library seeks a creative and energetic individual with strong skills in public service, management, and new technology. MLS and considerable progressively responsible public library experience required. Salary $20,268 – $25,848 plus benefits. **Closing date: Sept. 28.** Apply: **City of Salem Personnel Department, Room 225, 555 Liberty SE, Salem, OR 97301.** EOE.

Reference librarian for Raleigh County Library System in Beckley, W.Va. Responsibilities include: general reference, collection development, and staff supervision. An information & referral service is provided, sponsored by the library and the community council. The Raleigh County Public Library, one of 5 co. members in the Southern West Virginia Library Automation Corporation, has recently installed an integrated, automated circulation and cataloging system, using VTLS (Virginia Tech Library System) software and Hewlett-Packard hardware. Qualifications: an ALA-accredited MLS. Salary: $14,000. Send resume to: Susan Vidovich, Library Director, **Raleigh County Public Library, POB 1876, 221 N. Kanawha St., Beckley, WV 25802-1876.**

Reference librarian. MLS required. Coursework in business and/or experience in a business library preferred. Minimum $15,000, negotiable based on qualifications and experience. **Submit resume and 3 current references by Oct. 15** to: Virgil F. Massman, **James Jerome Hill Reference Library, Fourth and Market Sts., St. Paul, MN 55102.**

Reference librarian III: responsible for coordination of countywide reference services. Duties include development of reference collection, supervision of reference staff, general collection development, participation in short- and long-range planning, providing general reference and reading advisory services, and participation on San Joaquin Valley Library System Reference Committee. We are looking for an energetic individual willing to work in a library system going through exciting changes. Automated circulation and direct online searching is coming soon. Education and experience for the position is usually obtained by a degree from an accredited college or university with a major in library science, and 3 yrs. of experience as a professional librarian. The city of Visalia, Calif., is centrally located, within 4 hrs.' driving to San Francisco and Los Angeles, and 50 miles from Sequoia National Park. Salary range, effective Sept. 30, $20,247 – $24,685 plus excellent benefits. **Final filing date, Friday, Sept. 21, by 5:00 pm.** Official county application and supplemental forms must be obtained from and returned to: **Tulare County Personnel Dept., Courthouse, Room 106, Visalia, CA 93291.** Personal resumes may be submitted in addition to the application forms. An affirmative-action employer.

Supervisor of user services (circulation and technical processes). Salary range: $23,209 – $26,783 plus fringe benefits. Requires master's degree in library science from a recognized library school accredited by the American Library Association *and* 3 yrs.' professional library experience in supervising, planning, and organizing work of clerical staff in a computer-based environment. Participates in overall library planning, budget preparation, and formulation of library policies. **Official city of Midland application forms MUST BE received by Friday, Sept. 28,** by the: **Personnel Dept., City Hall, 202 Ashman St., Midland, MI 48640.** An equal-employment-opportunity employer.

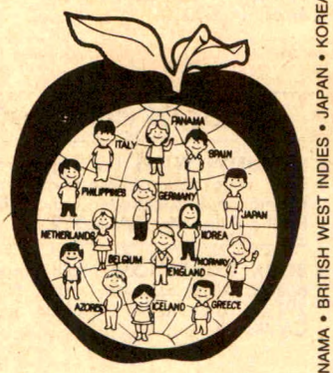
Technical services supervisor. MLS, 3 yrs.' professional-level library experience in technical services operations, some supervisory experience required. Extensive knowledge of OCLC operations necessary. Knowledge of library applications of minicomputers, microcomputers, and integrated automation systems highly desired. Supervises a department staff of one additional professional and 7.5 FTE paraprofessionals and clerical personnel. Position responsibilities in priority order are 1) library automation resource person, 2) departmental supervisor, and 3) cataloger. Salary range $18,574 – $19,718. Liberal fringe benefits including 11 paid holidays per yr. and 22 days' paid vacation after 2 yrs. Applications must include letter of application, resume, and names of 3 references. **Apply by Sept. 15** to: James Wm. White, Director, **La Crosse Public Library, 800 Main St., La Crosse, WI 54601.**

SCHOOL

TEACH OVERSEAS

• BELGIUM • BERMUDA • CANADA (Newfoundland) • CUBA • ITALY • GERMANY •

The Department of Defense Dependents Schools is recruiting for qualified school librarians for schools at grades K – 12. The positions are located in 20 countries. Applicants must possess a BA degree, with a minimum of 18 semester hours of coursework in professional education. One year of recent professional experience is a selection factor. Current entry salaries range from $14,565 to $25,850. **If you wish initial consideration for the following school year, your application must be postmarked by Jan. 15, 1985.** For additional information regarding qualification requirements, salary, and benefits, send a postcard to:



Department of Defense
Dependents Schools
2461 Eisenhower Avenue
Alexandria, Virginia 22331
Attn: Teacher Recruitment, Dept. 1K

AN EQUAL OPPORTUNITY EMPLOYER

• OKINAWA (Japan) • PHILIPPINES • PANAMA • BRITISH WEST INDIES • JAPAN • KOREA •

• ENGLAND • ICELAND • NETHERLANDS • NORWAY • SCOTLAND • AZORES • BAHRAIN • GREECE •

Head librarian wanted for a private school in Fort Lauderdale, Fla. MLS required. Salary range $12,500 – $19,000 based on degree and experience. Reply to: **Box B-846-W.**

SPECIAL LIBRARY

Assistant librarian: legal services. Join dynamic regional system team serving max. prison 40 miles from Chicago. Duties include law materials mgmt., legal reference instruction, supervision of inmate clerks. Required: ALA-accredited MLS, formal training or experience in legal reference. Start at $16,000+, with annual increases and excellent benefits. **Application deadline: Sept. 30.** Send resume, transcripts, 3 references to: **Bur Oak Library System, Attn.: Steven Welch, 405 Earl Rd., Shorewood, IL 60436.** Bur Oak Library System is an affirmative-action employer.

STATE AGENCY

Associate director for information services, Idaho State Library. New position, resulting from agency reorganization. Direct the Information Services Division (B&PH section, 8 staff; collection services section, 17 staff). Responsible for technical and public services to state government, public libraries, general public, and special populations. Participate in long-range planning for statewide information services and serve as a member of the state library administrative team. Position requires significant and demonstrated skills and abilities in leadership, management, communications, planning, human relations, and conflict resolution. Looking for an administrator who makes sound decisions based on a varied background in information services, independent judgment, humor, & common sense, and who can transform traditional services into extraordinary programs. Beginning salary: $28,329. **Completed applications must be received by Sept. 28.** For application forms and additional information, contact: Charles A. Bolles, State Librarian, **Idaho State Library, 325 W. State St., Boise, ID 83702; 208-334-2150.**

Associate director for library development, Idaho State Library. New position, resulting from agency reorganization. Direct the development of statewide plans for library services and the Library Development Division (4 consultants plus support staff). Manage consultant services to 150 public, academic, & special libraries in fields such as automation, grant writing & management, health information, law & legislation, building design & construction, library establishment, budgeting, & LSCA projects. Serve as a member of the state library administrative team. Position requires significant & demonstrated skills & abilities in leadership, management, communications, planning, human relations, and conflict resolution. Looking for a decision maker with vision, broad experience, independent judgment, humor, and common sense who can overcome a variety of obstacles, real & imaginary, to improve library services throughout the state. Beginning salary $25,688 – $28,329. **Completed applications must be received by Sept. 28.** For application forms and additional information, contact: Charles A. Bolles, State Librarian, **Idaho State Library, 325 W. State St., Boise, ID 83702; 208-334-2150.**

Cataloger: experienced in original cataloging using AACR2 and Dewey Decimal Classification on OCLC and in all general routines of a catalog department including catalog maintenance. ALA-accredited MLS degree and 4 yrs.' professional experience required. Beginning salary: $20,249 with excellent fringe benefits. **Send resume and transcript by Oct. 15** to: Betty E. Callaham, **South Carolina State Library, POB 11469, Columbia, SC 29211.** An AA, EO employer.

Collection services supervisor, Idaho State Library. New position resulting from agency reorganization which integrates existing public and technical services departments into one section with 6 professionals and 10 support staff. Manage all activities of the collection services section: direct workflow among units, manage materials selection and collection development, and coordinate resource sharing and statewide WLN usage. Position requires significant and demonstrated skills and abilities in leadership, management, communications, planning, human relations, and problem solving. Looking for an "individual" who is inquisitive and analytical, seeks new and innovative methods of handling routine and technical tasks, and has good judgment, humor, common sense, and varied experience in information services. Beginning salary: $23,296. **Completed applications must be received by Oct. 5.** For application forms and additional information, contact: Charles A. Bolles, State Librarian, **Idaho State Library, 325 W. State St., Boise, ID 83702; 208-334-2150.**

Librarian, Library Development Division, Idaho State Library. New **entry-level** position resulting from agency reorganization. Provides information and technical assistance to public librarians and trustees statewide in fields such as finance; interpretation of laws, rules, and regulations; creation of district libraries; consolidation of existing libraries; trustee elections; continuing education; building design and space planning. Position requires an individual who is self-motivated and who has demonstrated skills and abilities in communications, human relations, and problem solving. Looking for a consultant who has good judgment, humor, common sense, and broad experience working both independently and as a team member. Beginning salary: $17,388. **Completed applications must be received by Oct. 5.** For application forms and additional information, contact: Charles A. Bolles, State Librarian, **Idaho State Library, 325 W. State St., Boise, ID 83702; 208-334-2150.**

Public library consultant. Position available Sept. Serves as resource person and consultant to public libraries throughout S.C., assisting in their development and improvement through field visits, correspondence, and workshops. Strong communication skills and ability to organize work and carry out assignments with minimum supervision essential. Minimum requirements: ALA-accredited MLS degree, 4 yrs.' progressively responsible professional experience in a public or state library, driver's license. Some experience with automation and with adult services, including programming, desirable. Beginning salary $20,249-$24,475 depending upon qualifications and amount and type of experience. Excellent fringe benefits. Send resume, transcripts, and references to: Betty E. Callaham, **South Carolina State Library, POB 11469, Columbia, SC 29211.** An EO, AA employer.

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In pursuit of "Nature Boy"

A dozen puzzlers for library trivialists

by George M. Eberhart

Being a librarian these days isn't easy. It requires nerve, cunning, omniscience, a certain amount of schizophrenia, and a pronounced talent for juggling figures on a tightrope perched high above a menacing cutback.

Perhaps the most awesome task comes at nonwork-related social gatherings and trivia-game parties, where librarians are expected to be walking encyclopedias.

Though you may feel comfortable with science, literature, entertainment, or even sports questions, how skillful are you in the trivia of your own profession?

Here is your chance to find out. Shrewdly answer the following questions, then see the answers on page 586.

1. The first woman to be employed in an American library was probably Mrs. A.B. Harnden, who was hired in 1856 at:

a. Yale University
b. Mercantile Library of San Francisco
c. Boston Athenaeum
d. Vassar College
e. Astor Library
f. Providence P.L.

2. Which pope took initial steps to transform the unorganized papal collections into the Vatican Library?

a. Boniface VIII
b. Gregory the Great
c. Innocent VIII
d. Nicholas V

3. Which U.S. academic library displays, on an outside wall adjacent to the main entrance, a limestone sculpture of a student "Nature Boy" reading a book?

a. Washington State Univ.
b. Chaffey Col.
c. Lewis & Clark Community Col.
d. Univ. of Delaware

4. In which Beach Boys song does the heroine go cruising in her father's car under the pretext of visiting the library?

a. Surfer Girl
b. Car Crazy Cutie
c. Lana
d. Shut Down
e. Fun, Fun, Fun
f. Little Honda

5. Which country was the first to feature a library on its postage stamps?

a. Algeria
b. Great Britain
c. Spain
d. United States
e. Iceland
f. Belgium

6. Which database vendor would you use to search for ecological literature on the Pacific islands under U.S. jurisdiction?

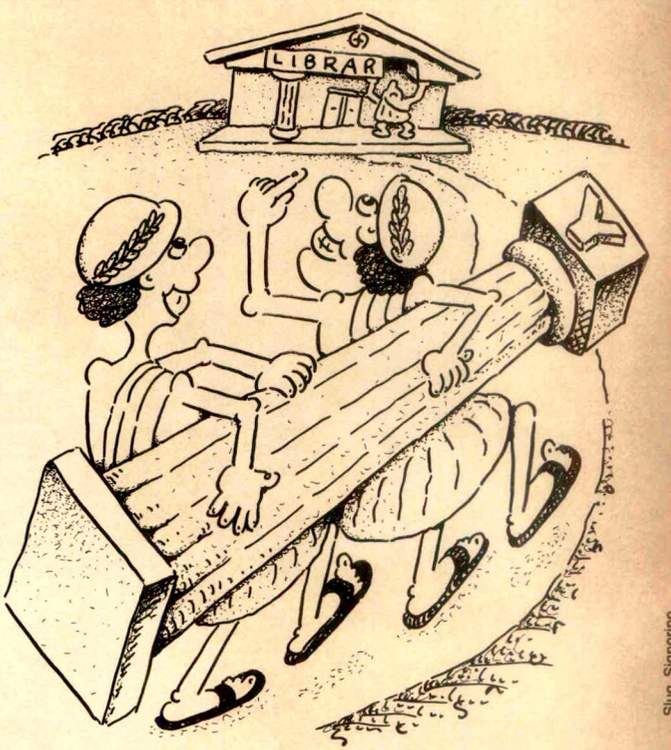
a. DIALOG
b. ISI
c. SDC
d. BRS

7. Where was the 1960 ALA Annual Conference held?

a. Chicago
b. Niagara Falls
c. Kansas City
d. Montreal
e. Dallas
f. Washington, D.C.

8. Which Roman consul constructed the first public library in Rome?

a. Sulpicius Gallus
b. Asinius Pollio
c. Marc Antony
d. Mucius Scaevola



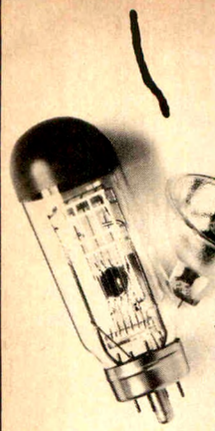
Slug Signorino

9. Where would you go to see the largest U.S. collection of materials on historical witchcraft?

a. Salem State Col.
b. Cornell University
c. Miskatonic Univ.
d. Columbia Univ.

(Continued on p. 586.)

George Eberhart is on the staff of the ALA Association of College and Research Libraries, for which he edits *College & Research Libraries News*. His knowledge of trivial data and insignificant events is legend.



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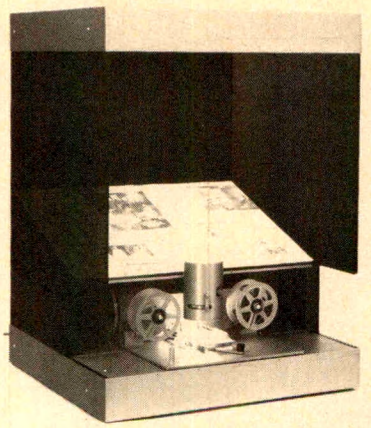

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10. Which author wrote a mystery novel centering on the macabre death of the mythical "Werner-Bok" Library manuscripts librarian?

a. Charles A. Goodrum
b. Amanda Cross
c. Michael Innes
d. Jane Langton
e. Edmund Crispin
f. Robertson Davies

11. Which European capital has installed a library in its subway system to encourage, not readership, but ridership?

a. Berlin
b. London
c. Paris
d. Geneva

12. Which public library in 1980 prohibited children from checking out the Bible without parental permission?

a. Springfield, Mo.
b. Columbus Co., N.C.
c. Warsaw, Ind.
d. Wheeling, W. Va.

The answers

1. c, Boston Athenaeum. She was hired by William F. Poole to be his assistant, despite the warning of Poole's predecessor that "the presence of women in a library containing examples of 'the corrupter portions of the polite literature' would cause 'frequent embarrassment to modest men.' "

2. d, Nicholas V in 1450. A papal library or at least a collection of books had been in existence at least since Gregory the Great in the seventh century. Nicholas tripled the holdings by bringing manuscripts from Germany, England, and Denmark.

3. a, Washington State University, Pullman. The sculpture was completed in 1950 by Dudley Pratt and commemorates an early instance of "back-to-nature" living in southern California.

4. e, Fun, Fun, Fun. She went directly to the hamburger stand, so it "seems she forgot all about the library that she told her old man." And, of course, she had "fun, fun, fun" until her daddy took the T-Bird away. Released in February 1964.

5. f, A 1915 Belgian stamp shows the old Louvain University library building, destroyed a year earlier in the war. Next oldest is a 1916 official stamp of Spain that featured the National Library in Barcelona.

6. c, SDC offers the Pacific Islands Ecosystems database, prepared by the U.S. Fish and Wildlife Service and NTIS.

7. d, Montreal. This was the first and only joint ALA-CLA conference. Its theme, "Breaking Barriers," was not acknowledged by Montreal cab drivers, who were accused of stubbornly refusing to understand either French or English.

8. b, Asinius Pollio built the library in about 35 B.C. on the site of a temple to the goddess of liberty, Libertas, on the Aventine Hill.

9. b, Cornell has nearly 3,000 printed works and manuscripts in its Witchcraft Collection, begun in the 1870s by Cornell's first president, Andrew Dickson White. A catalog of the collection was published in 1977 by Kraus-Thomson. If you answered c, Miskatonic University, you must be practicing witchcraft already—for this is H.P. Lovecraft's apocryphal institution of Arkham, Mass., in whose library might be found the "monstrous and abhorred *Necronomicon* of the mad Arab Abdul Alhazred."

10. a, Charles A. Goodrum's *Dewey Decimated* (1977) is also about thefts in the Werner-Bok Library. Goodrum, retired director of the Office of Planning and Development at the Library of Congress, also co-authored with Helen Dalrymple *The Library of Congress* (1982).

11. c, Paris. This year the transit system is conducting a survey to determine if further underground bibliothèques should be added.

12. b, The Columbus County Public Library classed the Bible as an adult book because it was considered too complex for children to understand easily. □

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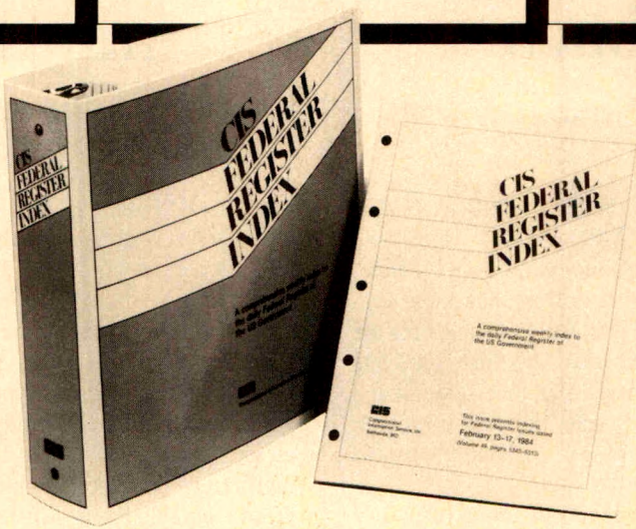

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Defending the need to weed

Two librarians respond to criticism of weeding practices

The Boors strike back

by Bruce Farrar

IT WAS WITH GREAT INTEREST AND A SOUR stomach that I read J. Wesley Miller's essay "Throwing Out Belles Lettres with the Bathwater" (*AL*, June, p. 384–85). The library profession is once more embroiled in the battle of the Bores vs. the Boors. The Bores are the hoarders, who wish to lay up treasures on this earth. The Boors, like myself, would like to toss out all that old junk and get something new in a gaudy dust jacket that will circulate. Professor Miller has thrown the glove; I'd like to reply.

Miller appears to have gotten a good stiff dose of reality shock when he ventured out of his Ivory Tower and collided with the 20th century at his local public library. Three cheers for the public libraries of the state of Vermont. I can't think of a bigger waste of the taxpayers' money than establishing Miller's collection of unwanted books. Public libraries are run for the educational benefit and reading enjoyment of their users. Librarians buy and retain books that people want to read based on public demand, not on the size of the library. The medieval mystique of the library as a warehouse for aging codices went out with the turn of the century. Let me quote that arch-Boor, John Cotton Dana, on the subject:

> In general, remember always 1) that the public owns its public library, and 2) that no useless lumber is more useless than unused books. People will use a library, not because, in others' opinions, they ought to, but because they like to.[1]

Public librarians have a moral obligation and a public duty to provide what their users want to read. We don't have a duty to clutter up the shelves with outdated esoterica. Shelf space is not free. It costs the taxpayers of Ohio County, West Virginia, for example, about $11.50 per square foot per year. Professor Miller probably hasn't priced library shelving

Bruce Farrar is director of the Ohio County Public Library in Wheeling, W. Va.

Everybody's *not* doing it

by Bill Bailey

IN HIS RECENT ARTICLE "THROWING OUT Belles Lettres with the Bathwater," J. Wesley Miller expresses contempt for weeding practices followed in today's libraries. "An infestation of boors has taken control of our libraries. They don't know what they're doing, and they're proud of the job they're making of it." The librarian-boors discard or put up for sale books that are still very much "alive." Through ignorance of contents many a classic is excised, and the librarians responsible for preserving literary heritage commit a grave injustice each time they weed a notable book. Most libraries serve the public and that public deserves better than to have books taken off the shelves in a capricious fashion. His voice alarmed, Miller has addressed a topic as controversial as any in librarianship. He deserves some answers.

Miller laments, "Unfortunately, there are no journals providing counsel to deaccessioning librarians." In fact there is an insightful one, *Collection Management,* which actively seeks articles on "weeding and thinning." A number of other pertinent articles on the subject appear throughout library literature to attest to an abiding interest in avoiding Miller's complaint. Decrying weeding, Miller insists that "never before has it been done on the scale, or for the motives, with which it is being done today." Not so, since overflowing book shelves have always been a problem for libraries. Not every library can afford to build a new structure to accommodate expanding collections. Therefore weeding has been and will ever remain a necessary evil.

Miller's claim of excessive weeding is refuted by the library-world axiom that extensive holdings denote collection strength. A general reluctance to weed is more nearly the norm. As for those hinted-at reprehensible motives for weeding, there are none: few, if any, librarians delight in tossing out books.

The disposal of the works of Arminius and the Rev. Sydney Smith at a small liberal arts college shocks Miller. He

Bill Bailey is a reference librarian at Sam Houston State University, Huntsville, Tex.

The Boors strike back

recently; I have, and I'd rather spend the money on books that will be read than on storage racks for books that won't.

Better read than dead

If a book's not read, it's worthless. Learning is a process that actively involves the mind of the learner; it's not an object that's passively stored on the shelf. Any library that loses sight of that distinction is a failure. The purpose of the library is to promote reading, not to store books. Miller's statement that "Thackeray is a green binding with gold stamping and beveled boards" is the most bizarre epistemological aberration I have ever encountered. Thackeray is nothing unless someone opens the covers and reads what he has to say. And librarians know from our circulation records that the reading public is many times more likely to do that if the covers are encased in a modern dust jacket with a plastic cover.

The greatest service a librarian can do in the cause of literature is to buy a paperback edition of a classic with a four-color cover.

The greatest service a librarian can do the cause of literature is to buy a paperback edition of a classic with a four-color cover and put it out on the new book shelf. Doing so tripled our library's circulation of *Anna Karenina* and *Resurrection* last year. It's the reading and thinking that count, not the binding. To pretend that learning is being advanced by warehousing worthless bundles of paper is economic folly and intellectual fraud.

Cool on Cooper

Old books go to the book sale because they're no longer read, not because of their age. Miller pays lip service to the winnowing and sifting that allows classics to emerge, but he's unhappy when librarians, acting on the information provided by their clientele, actually do it. Taste may be cyclical, but I hope the literary taste of the reading public never again sinks so low that James Fenimore Cooper comes back in vogue. Does Miller really think Cooper is playing ball in the same league with Henry James? If he does, he shouldn't make cracks about other people's education. When I was growing up in Vermont we had an earthy word for statements like "The whole novels of Cooper are a natural and social ecology of the early years of the Republic. . . ." Trying to learn anything about the early Republic from Cooper is like pretending to study early 20th-century Africa by reading *Tarzan of the Apes*.

Cooper's prose isn't a cultural treasure, it's a national embarrassment. It doesn't bother me that his outdated, poorly written, third-rate drivel is headed for the book sale. It's just too bad that those pedantic reading assignments are keeping *The Deerslayer* from going out with the rest of the junk. I'd

Everybody's *not* doing it

considers both of these writers essential to the study of English literature. They may well be; but if they are not read at the unnamed library in question they become expendable for that library alone, but not for all libraries. Large research collections are always close enough at hand to house the esoterica. The small liberal arts college committed no sin by letting them go; space was needed and another library profits from the unwanted items.

Weeding alarmists fail to distinguish between the two types of basic collections: the research collection and the lean, tailor-made one. The research collection is intended to be inclusive, and the lean concept is just that—exclusive of fat, or in this case, of dust. Not every library can hold every book. Why not fault the library for not having all books germane to Milton? If Harvard or Yale deaccessioned Arminius then alarm should be sounded. But for a small liberal arts college to dispose of little-used books to gain space is not dereliction.

Failure of library schools to teach students about the great books of the past is another of Miller's regrets. Here he is dead right; it takes a lifetime of reading in any one discipline to know some of the important titles. For the generalist librarian multiply that lifetime of reading by the number of disciplines in the world of learning. That is an astonishing galaxy of titles to remember. No one person can expect to achieve full competency in this endeavor. There is assistance, though, in the form of annotated bibliographies, guides to the literature, etc. that a librarian can call on first to check weeding decisions. Later on, experience and subject specialization combine to make the young librarian knowledgeable regarding the great books of the past. Even if a fledgling librarian were to bypass four years of college to complete a four-year great books program, that librarian would probably only scratch the surface of comprehensive bibliography.

Cash or trash

Miller detests the sale of books to raise money. Yet libraries in no way recoup their initial investment unless they have a Gutenberg Bible for sale. Libraries sell their unwanted books because it is next to impossible for a librarian to trash-can a book. So it is hoped the book will find a home and a devoted reader by giving it away for a song. Those books that turn a pretty penny are not mistakes in weeding; the offering library is fully cognizant of what the book is worth for sale or trade. Often a rare book that is a stray in one library fits in nicely in another collection and should by all means go there. To even faintly imply that libraries sell their books to make money at the expense of keeping the collection intact is absurd.

Miller believes that interlibrary loan is ineffective. This does not correspond with day-to-day reality in libraries. Most requests for loans are honored and are either inexpensive or free. All researchers have at one time or another gone to the stacks and wished more were there. Interlibrary loan ameliorates this situation, and patrons are often surprised at the service in light of recent declines in ready assistance; and telecommunications will make interlibrary loan even more viable in the future.

"Classics should persist," asserts Miller. "Taste is always

The Boors strike back

like to second the opinion of that notable American Boor, Mark Twain:

> Cooper's art has some defects. In one place in *Deerslayer,* and in the restricted space of two-thirds of a page, Cooper has scored 114 offences against literary art out of a possible 115. It breaks the record.[2]
>
> Now I feel sure, deep down in my heart, that Cooper wrote about the poorest English that exists in our language, and the language of *Deerslayer* is the very worst that even Cooper ever wrote.[3]

Unread herring

The red herring dragged across the trail by the Bores is that if libraries discard unread books, the classics will end up in the trash and literature will be in peril. But Bores are unable to distinguish literature from its trivial, middlebrow byproduct, *belles lettres*. They wouldn't know a classic if it bit them. Books become classics because they continue to be read, not

Boors are undertakers, not murderers. We don't kill books, just dispose of the dead ones.

because they're listed in the *Short Title Catalogue*. Henry James isn't going to suffer from a book selection policy based on demand. "Literature is news that STAYS news."[4] The reason *The Iliad* and *The Odyssey* are still around is their great popularity in antiquity. There were a lot of copies around to survive the ravages of time. They still circulate in Ohio County, and I'll bet they still circulate in boorish Baltimore County, Maryland. That fact saves them from the ravages of the Boors. Those books earn their keep because they're read. If the copies in your local public library aren't circulating, they probably need a new plastic dust jacket.

Miller's most serious charge is the one he plucks out of Milton: censorship. Are Boors guilty of intellectual murder? I think not. Boors are undertakers, not murderers. We don't kill books, just dispose of the dead ones. Everything this side of paradise dies. That's not a comfortable fact to live with, but it is a universal truth. The sad fact of the matter is that if a book hasn't circulated in the past seven or so years, the chances are overwhelming that it will never be read again.[5] And what do you do with a dead book? ". . . sell it, and buy a live one."[6] □

Notes

1. John Cotton Dana, *A Library Primer,* 5th ed. (Chicago: Library Bureau, 1910) p. 15.

2. Mark Twain, "Fenimore Cooper's Literary Offences," *North American Review,* 161 (July 1895), p. 1.

3. *Ibid,* p. 12.

4. Ezra Pound, *ABC of Reading* (New York: New Directions, 1960, c1934), p. 29. This one gem makes the whole crackpot book worthwhile.

5. Daniel Gore, "The View From the Tower of Babel," *Library Journal,* 100 (Sept. 15, 1975), p. 1599–1604.

6. Dana, *op cit,* p. 49.

Everybody's *not* doing it

cyclical" and libraries must heed this law of life. Of the authors he names, "Prescott, Froude, Parkman," it cannot be envisioned that most libraries would dispose of their works. The aforementioned Arminius and Rev. Sydney Smith are debatable, but not "Irving and Longfellow." Miller loves the old art of bookmaking with the leather bindings and all the trimmings; so do the rest of us. Fine, old books must be cared for and those libraries not involved in preservation should offer their treasures to other libraries where proper attention is assured. A new edition of a classic "in modern dust jacket encased in plastic cover" is not the same as the original, Miller grieves. Certainly it is not as wonderful to look at or to hold, but the new edition can contain critical remarks to illuminate the text. Of joy to the scholar is a fine binding; of equal satisfaction is a note that defines an archaic word or identifies a person of the day.

In conclusion Miller delineates his ideal weeder as the "most learned, experienced, and conservative of multidisciplinary information specialists." Meeting this description is not difficult for an academic library with a faculty of specialists to draw from. Public and special libraries face more of a challenge. In 1902 Charles William Eliot, president of Harvard University, voiced concern, "I admit at once that the means of just discrimination between books in use and books not in use are not easy to discern or to apply; but I maintain, nevertheless, that the search for these means should be diligently prosecuted, and that every reasonable suggestion of means of discrimination deserves careful attention."

Weeder's advisory

Published guides to weeding are available, one of the most thorough being *Weeding Library Collections—II,* by Stanley J. Slote. It is assumed that most libraries follow a weeding policy that attempts to avoid the mistakes exampled by Miller. A few recommendations for judicious weeding are:

1) Every item to be weeded should receive review by at least three responsible parties.

2) When a difference of opinion occurs on whether to retain or discard, those differences should be put in writing for later jurying.

3) Books and material thought to be of lasting value, though still to be discarded, should be advertised to other libraries.

4) Books slated for removal should be checked on OCLC or other comprehensive lists for availability in the area or state. If few or no regional libraries hold the book then it should be retained.

J. Wesley Miller harms his argument by lambasting all librarians for the oversights of a few. Everybody's *not* doing it—that is, destroying collections by weeding out classics. Miller undermines his complaint when he asserts that librarians "don't know the collection" and that they believe a person "strange" who asks for a dusty volume and that librarians enjoy "to play these games" of weeding without thinking. The fact of the matter is that librarians, conservative by nature, do take precautions as they weed and usually weed infrequently because of the seriousness of the task. No doubt Miller will continue to collect his stories of abuse, but they are blue-moon stories at best. □

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Academic-year openers: Three ideas from the field

1. Job information wins the hearts of alumni

by Barbara Woolsey

Alumni of universities and colleges often appear among the members of Friends groups and are substantial contributors to library funding drives throughout the country. But rarely can one find mention of academic libraries offering special assistance to alumni.

Help for job-hunting alumni was offered by reference librarians at Meriam Library, California State University/Chico, recently through an article in the alumni journal, *The University Today*. Meriam Library, a part of the School of Information Services, headed by Dean James May, is situated in the northeast section of California, hard-hit with unemployment. So an outstretched hand to alumni seemed appropriate.

The article pointed out that job-hunting alumni, as well as graduating seniors, would find many resources to help them in the library, and that reference librarians would be particularly glad to greet returning alumni.

The article listed the sort of materials normally used by graduating seniors to research prospective employers and mentioned our telephone book collection, which is complete for California and includes major cities throughout the country. We cited help-wanted ads in the national and regional newspaper collection as a source of jobs, as well as employment notices in specialized periodicals such as *Chronicle of Higher Education*. Reference staff have compiled a list of employment-related examinations and keep it at the reference desk.

Alumni considering re-training were offered such resources as our large college-catalog collection, the *Dictionary of Occupational Titles*, and *Occupation Outlook Handbook*.

The article concluded with information on copying facilities, location, parking, and library hours. We pointed out that all patrons are treated with respect and may use any materials in the building; but only members of the Alumni Association are eligible for borrowing privileges on their courtesy cards.

According to Peter Watson, head of Access Services, alumni are the largest group of courtesy card patrons, constituting 388 of 1,578 card holders in 1983–84. Because of our new online catalog and circulation system, statistics are now readily available on alumni use of library materials. The statistics do not include current periodicals or government documents, but do show individual transactions by alumni each month. These numbers have increased dramatically. In April 1983, there were 97 transactions; in April 1984 they totaled 636.

Furthermore, the Alumni Relations office is now keeping statistics on alumni who join the association because of solicitation versus those who walk in asking to join in order to use the library. Of the total dues-paying members of 698 in 1983–84, 357 were among those who joined to use the library.

Chico's Meriam Library does not have a Friends group; however, the Association for Northern California Records and Research has many members who are Chico alumni and has contributed heavily in time and money to the Special Collections Department. □

Barbara Woolsey is reference librarian at California State University/Chico.

Short of cloning one's self, one of the best ideas for getting the job done this year is to get help from friends—alumni, library students, or, as Pat Mosley knows (above), home-made teaching machines.

2. Where to find a bibliographic-instruction corps

by Steve Ellis

After teaching nearly a dozen Bibliolabs, Claudia Rudolph could guess why students were spending a sunny, mid-quarter afternoon in the University of Washington's Odegaard Undergraduate Library.

"Term papers will be due soon, and they realize they'd better figure out how to do the research," said Rudolph, a second-year student in the university's Graduate School of Library and Information Science.

The afternoon's Bibliolab helped students wishing to know more about the UW library system. These undergraduates had signed up for bibliographic instruction (BI) on a voluntary basis.

With more than 30,000 students, the university in general has no mandatory BI; but several departments, including communications and sociology, require Bibliolab as part of introductory courses.

BI, of course, is offered at many colleges and universities across the country. What makes the University of Washington program unique is the use of graduate library students as bibliographic instruction interns.

"It's a model program," said Margaret Chisholm, director of the Graduate School of Library and Information Science.

In a 50-minute Bibliolab session, Rudolph covered an overview of the UW library system; search strategy using student examples; types of publications and media available; access using the card catalog and central serials record; importance of LC subject headings; availability of abstracts and indexes; style for citations; and sample bibliography (for specialized labs such as sociology).

Throughout her presentation, Rudolph encouraged questions from the students. Nearing the end of the three-quarter, six-credit program, Rudolph obviously felt quite comfortable with the format.

"I wanted to improve my public speaking," she said, recalling how another library student had encouraged her to sign up to become a Bibliolab intern. "It also has helped me to learn more about the different tools available in the library. And I figured the experience would be useful in any type of library work."

Randy Hensley, user-education librarian at Odegaard, said he spends about 45 percent of his time directing Bibliolab and related activities. In December 1982 he

came to Washington from Cal State/Chico, where he'd worked nearly 10 years, mostly in BI.

Before Hensley arrived at Washington, Paula Walker, his predecessor, had been forced by budget cuts and a hiring freeze to remove staff librarians from BI. Concerned a program she had managed since 1979 might evaporate, she proposed, with Chisholm, that library students might serve as suitable instructors.

Today, Hensley notes the turnover of graduate students has proved to be something of an advantage. "They bring a fresh aspect because they're not experts," he said. "Sure, there are some limitations. But the program continues to change and improve. It's very flexible."

Hensley emphasized Bibliolab's availability to any part of the university community. In fact, he said, teaching assistants have expressed interest in Bibliolab, and eventually it may become part of their orientation. Walker (now head of reference in the undergraduate library) and Hensley some day would like to provide an advanced course for upper-level undergraduate and graduate students.

In the meantime, they work with what they have. Library students in the first quarter learn program design, teaching skills, and the literature of bibliographic instruction. Practice teaching includes three sessions with videotape reviews.

In the second and third quarters, the students become instructors. They are constantly evaluated by their peers, undergraduates, and Hensley. In the final quarter, the interns are also responsible for preparing handouts in a particular discipline.

"The interns are very motivated," Walker said. "We are able to give the students the confidence they need to match the motivation."

The UW program has succeeded, Hensley and Walker said, because of the cooperation between the library and library school, support of the university faculty incorporating Bibliolab into their courses, and the understanding of the reference librarians.

"We try to keep the reference librarians informed of changes in the Bibliolab exercises because we know students working on them are going to affect the desk," Hensley said.

Although it is difficult to measure the program's impact on users and the library system, reference statistics have gone up since the program began. "You can't say it's only because of Bibliolab, but the reference queries seem to have more substance," said Walker. The basic question, she said, is, "Can the interns teach as well as librarians? Yes, they can. We're keeping the quality of instruction high. But they have to work hard because they don't have the years of experience on the reference desk."

For a program using library students to be successful, Hensley said, it is essential the library and library school clarify their goals and reach an understanding; that the management responsibilities are clearly understood; and that the program responds to the needs of its users. □

Steve Ellis is a freelance writer.

3. A console that loves to teach library basics

by Patricia Mosley and Randall Jackson

Have you ever found yourself dreaming that you are showing (for the millionth time) a patron how to use a Wilson index?

Thanks to the marvels of the machine age, the Murray-Green Library of Roosevelt University in Chicago will be able to release librarians from some of the repetitive instructional tasks so familiar to us all.

We will soon have a computer-managed video instruction module for library users. The video recorded thus far covers use of the card catalog, indexes, and abstracts.

The video presentations are in no way designed to replace a reference librarian. The instructional programs are basic, or they review basic use of our library. Our student population includes many foreign students, some of whom are unaccustomed to United States libraries. Ideally, we will now have time for more personal interaction with these and other patrons, and, if needed, for individualized instruction.

The tapes are a walk-through instructional session. During the filming, close-ups are taken of an index to show how various citations are found. The camera follows a librarian through the library as he or she imparts key information. Each section was written and acted by a member of the reference department.

The overall program has four linear presentations. Each can stand alone for group instruction. But they form the core material for interactive learning modules. The following is an example:

From the first interactive menu, the patron can select the topic periodicals and indexes; after a 12-minute instructional presentation, new options are offered: to evaluate one's understanding of the material; to briefly review key information; to review the linear material; or to return to the main menu or end the session.

Users who choose, say, a full review of the linear material are given multiple-choice questions. They try to choose the correct answer from a close but incorrect answer and a dead-wrong answer. Incorrect answers result in a brief explanation. If the answer is correct, a reinforcement message is given, after which the next question is presented.

A tone of approachability characterizes the program. We made every effort to do away with library stereotypes. These are not lectures, but conversations.

Two permanent interactive workstations will house the programs. The Apple II+, the Sony SLO 323, and the CAVRI Interface make up the computer/video system on which the program can run. These systems were deemed tough enough to withstand the daily wear and tear of patron use. They were also programmed to offer a limited number of options so that changing the controlling program would be extremely difficult; efforts to break into the controlling program result in the computer automatically resetting itself to the beginning. □

Patricia A. Mosley, formerly assistant reference librarian at Roosevelt University, Chicago, is now a librarian at the College of DuPage, Glen Ellyn, Ill.
Randall E. Jackson is director of the Audio-Visual Television and Instructional Materials Center at Roosevelt University.

1985 ALA Midwinter Meeting

Washington, D.C. — January 5–10

Hotel reservation form and general information about the mid-year meeting

Hotel reservations: All requests for housing are to be sent to the ALA Housing Bureau, 1575 Eye Street, N.W., Suite 250, Washington, DC 20005. Use the room reservation form shown on page 595. The cut-off date for room reservations is Dec. 5; after that date, housing assignments will be made on the basis of availability and not necessarily at the published rates.

Registration. There will not be advance registration for the Midwinter Meeting. Registration will begin at the Sheraton Washington on Friday morning, Jan. 4. Registration fees for the week are: $40 for personal members, $90 for nonmembers, and $10 for full-time library school students. Daily registration fees are: $20 for personal members, $45 for nonmembers, and $5 for full-time library school students. (An institutional membership does not qualify for the personal registration fees of $40 and $20.)

Exhibits. Exhibits will be located in Exhibition Halls A and B of the Sheraton Washington. Full information and application forms are being mailed from the ALA Conference Arrangements Office during the first week of September to exhibitors on the current mailing list. Exhibitors interested in taking part who have not received the material by mid-September should write to: Midwinter Exhibits, ALA Conference Office, 50 E. Huron Street, Chicago, IL 60611.

The exhibits will open on Saturday, Jan. 5, at 4 p.m. and close on Tuesday, Jan. 8, at 2 p.m. Daily hours will be 4–7 p.m. on Saturday, 11 a.m.–5 p.m. on Sunday and Monday, and 11 a.m.–2 p.m. on Tuesday.

All librarians in the area, whether attending the Midwinter Meeting or not, are invited to visit the exhibits. Write for free badges, specifying the number of free admissions desired. Send a stamped, self-addressed envelope *not later than Dec. 7* to: Exhibits Registration Badge, ALA Conference Arrangements Office, 50 E. Huron Street, Chicago, IL 60611. Please note that these badges are valid only for admission to the exhibits, not to meetings.

Placement. A placement clearing service will be located in the Shoreham Hotel. Full details of the service will be announced in a later issue of *American Libraries*. In the meantime, requests for information and registration forms may be sent to the ALA Office for Library Personnel Resources, 50 E. Huron Street, Chicago, IL 60611. Indicate if you are an applicant or employer.

Major Sites

Joint Headquarters: Sheraton Washington and Shoreham Hotels
Exhibits, ALA Offices, and Registration: Sheraton Washington Hotel
Placement Center: Shoreham Hotel
Council Meetings: Sheraton Washington Hotel
President's Program: Sheraton Washington Hotel

Meetings. Meeting space in all five hotels (see list on page 595) will be fully used to accommodate the hundreds of meetings normally held during Midwinter week. Note should be made of the following meetings.

Council—Meetings of the ALA Council will be held on Monday, Jan. 7, 9–11 a.m.; Tuesday, Jan. 8, 9–11 a.m.; and Wednesday, Jan. 9, 9:30 a.m.–12:30 p.m. In addition, a Council Orientation session, followed immediately by the information meeting of the Council and Executive Board, will be held on Sunday, Jan. 6, 9:30 a.m.–12:30 p.m.

President's Program—The President's Program will be held on Monday, Jan. 7, 2–4 p.m. Details will be given in a later issue of *American Libraries*.

Program Evaluation and Support Committee/Planning and Budget Assembly—A joint meeting will be held on Saturday, Jan. 5, 2–4 p.m.

Executive Board—Meetings of the Executive Board are scheduled on Saturday, Jan. 5, 9–11 a.m.; Sunday, Jan. 6, 2–4 p.m.; Tuesday, Jan. 8, 2–4 p.m.; and Thursday, Jan. 10, 9–11 a.m.

Annual Conference Program Committees—The final meeting of the Chicago Conference Program Committee will be held on Monday, Jan. 7, 8–10 p.m. The 1986 New York Conference Program Committee will hold its first meeting on Saturday, Jan. 5, 8–10 p.m.

Council resolutions / rules information. Guidelines for preparing resolutions to come before Council will be printed in the *Midwinter Meeting Program*. Individuals desiring to receive a copy of the guidelines in advance of the meeting may write to the Council Secretariat, ALA Executive Office, 50 E. Huron Street, Chicago, IL 60611. Advance copies of rules to govern the conduct of ALA Council meetings are also available from that office on request.

Midwinter meeting policy. By adoption of the Jan. 1966 report of the Special Committee to Study the Midwinter Meeting, the ALA Council has determined that the Midwinter Meeting continues to be essentially a working meeting of the Council and of committees and boards of official ALA units; *that there be no programs, general business, or membership meetings of the divisions, sections, or round tables except as a limited number of program meetings, institutes, conferences, or workshops may be specifically authorized by the ALA Executive Board.*

By Council action at its 1971 Midwinter Meeting, and as amended by Council at the 1971 Dallas Conference, it was: "Voted, that it be the established policy of the American Library Association that all meetings of the Association be declared open to all members and to recognized members of the press, with closed meetings being only for discussion of matters affecting privacy of individuals or institutions."

Airline reservations. TV Travel, Inc., the official travel agency for the ALA Midwinter Meeting in Washington, D.C., is now offering 35 to 48 percent off regular coach airfares on American Airlines. This offer applies to all Midwinter Meeting attendees and their families who purchase their tickets from TV Travel and fly American Airlines to the meeting. *Attendees must book and purchase their tickets by November 15, 1984, to qualify for the discount.* The added bonus for using TV Travel, Inc., is $150,000 in free flight insurance. There are no restrictions on a minimum or maximum stay when booked with TV Travel.

For further information and reservations, call TV Travel Monday through Friday,

CDT, toll free: 1-800-543-9089, 7 a.m. – 10 p.m.; in Illinois, call 1-312-899-1100, 8:30 a.m. – 5:30 p.m.; in Ohio, call 1-800-543-0172, 9 a.m. – 5 p.m. Mention this ALA group name: ALADCA. – *Conference Arrangements Office* ☐

Application for Hotel Reservations

ALA Midwinter Meeting — January 5 – 10, 1985

Participating Hotels and Rates

Hotel	Single	Double	Twin (Rate for 3 persons in parens.)	Parlor Suites (1 bedroom)	Parlor Suites (2 bedrooms)
Dupont Plaza	$58	$68	$68	—	—
Mayflower	$62, 68	$72, 78	$72, 78 ($82 & 88)	$250	$350
Ramada Renaissance	$65	$75	$75 ($85)	$150 to $225	$300
Sheraton Washington (Joint headquarters hotel)	$65, 68, 71	$75, 78, 81	$75, 78, 81 ($85, 88, 91)	$200, 250, 310, 360, 410	$340, 400, 450, 505
Shoreham (Joint headquarters hotel)	$65, 68, 71	$75, 78, 81	$75, 78, 81 ($85, 88, 91)	$150, 200	$350, 400

(Please print or type)

MAIL TO: ALA Housing Bureau
1575 Eye Street, N.W.
Suite 250
Washington, DC 20005

NOTE: Reservations must be received no later than December 5. No calls to ALA Housing Bureau, please.

Please reserve the following accommodations:
1st choice _____
2nd choice _____
3rd choice _____
4th choice _____
5th choice _____
☐ Must be suitable for handicapped.

☐ Single — 1 person, 1 bed
☐ Double — 2 persons, 1 bed
☐ Twin — 2 persons, 2 beds
☐ Multiple — 3 persons
☐ Suite — parlor and 1 bedroom
☐ Suite — parlor and 2 bedrooms
Rate preferred _____

If none of my choices is available, in accepting another assignment I am more concerned with location ( ) rate ( ).

Arrival Date _____ Hour (a.m.) _____ (p.m.) _____
Departure Date _____ Hour (a.m.) _____ (p.m.) _____

Names and addresses of all occupants of rooms (incomplete information will delay assignment of space):

Name _____ Name _____
Address _____ Address _____
City _____ State _____ Zip _____ City _____ State _____ Zip _____

Name _____ Name _____
Address _____ Address _____
City _____ State _____ Zip _____ City _____ State _____ Zip _____

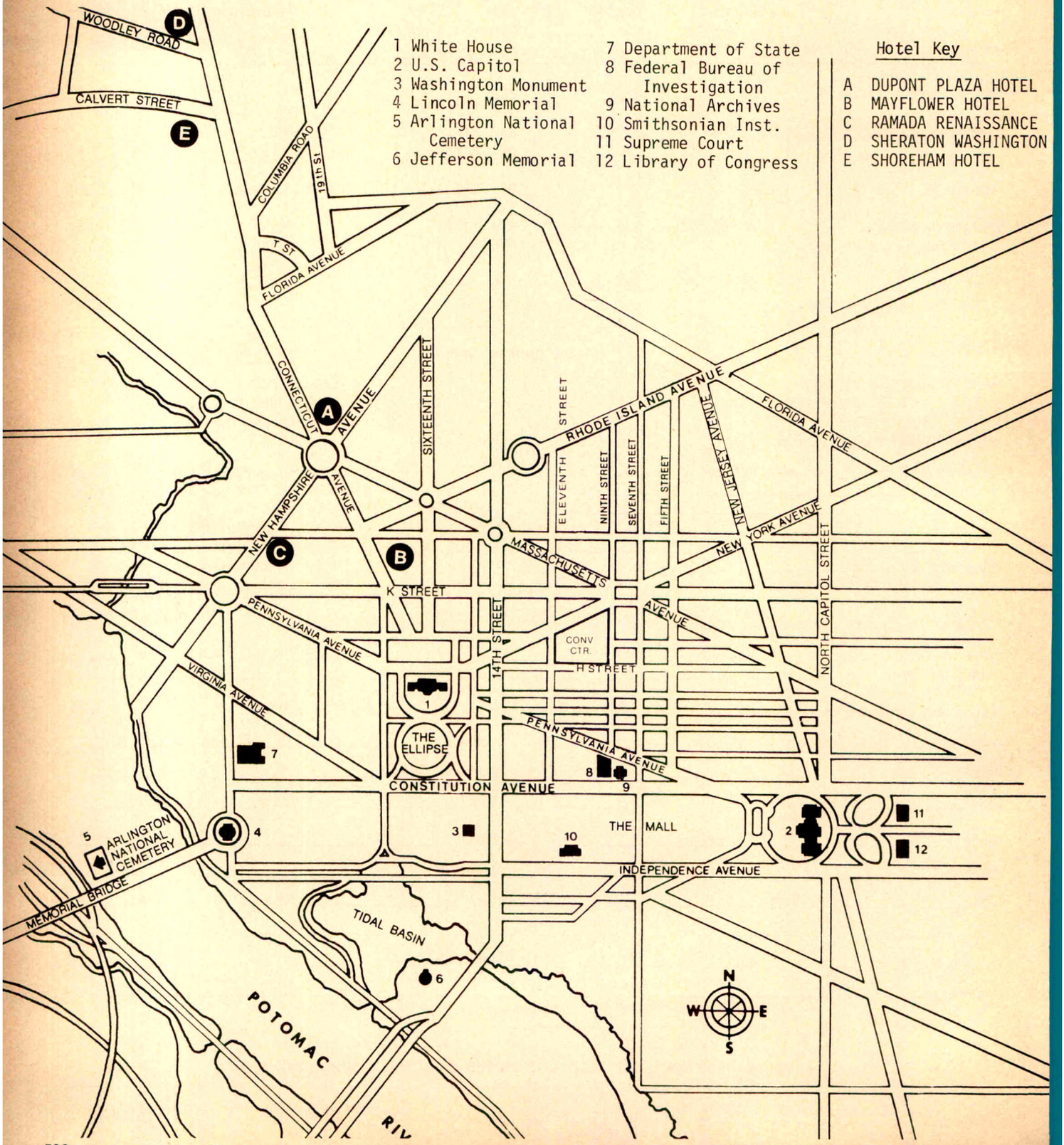
Confirm to: Name _____ Library/Company _____
Address _____ City _____ State _____ Zip _____
Business phone (AC) _____

(See reverse side for map and notes about accommodations)

(Cut out or photoduplicate above form and mail in stamped envelope to ALA Housing Bureau in Washington, D.C.)

Notes about accommodations

Rates do not include 10% sales tax and $1/rm./night occupancy tax.
3-person arrangement doesn't always include separate bed/cot for 3rd person.
Parking available for registered guests; inquire directly for current fees.
Acceptable credit cards: AmEx, Mastercard, Visa, CBlanche, Diners.
An advance deposit of one night's room rate, or acceptable credit card no., will be required on all reservations upon receipt of room confirmation; don't send checks to ALA Housing Bureau; hotel will notify re deposit via room confirmation. Sheraton Washington accepts only AmEx for reservations guaranteed by credit card.
Indicate if arriving after 6 p.m.
For deposit refund, cancellation notice must be rec'd 48 hrs. before scheduled arrival.
Send cancellations or changes in reservations to: ALA Housing Bureau in Washington.
No charge for children under 14 in same room with parents.
Besides ALA shuttle bus, hotels A,B,D,E, are within easy walking distance of a Metrorail station.



SPECIAL REPORT

Serials Control in Libraries: Automated Options

by JUDY MCQUEEN and RICHARD W. BOSS

Discusses the many problems inherent in serials control and describes the various automated systems currently available. Contains a valuable "Checklist of Data Elements and Functions" for the purpose of identifying the specific serial control needs of a particular library, thus enabling the most appropriate option to be chosen.

The longest issue of LTR published to date, this report will be of immediate interest to libraries of all types and sizes.

In:
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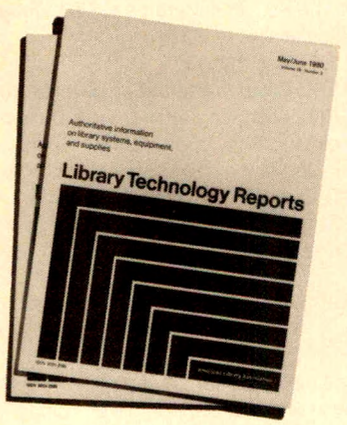

Library Technology Reports is a unique bimonthly publication of the American Library Association that provides critical evaluations of products and services used in libraries.

Library Technology Reports
American Library Association
50 East Huron St., Chicago IL 60611

Bradshaw chairs search for ALA Executive Director

Lillian Bradshaw, past president of ALA and special assistant to the Dallas city manager, has been named chair of the Executive Director Search Committee. The committee was appointed at the special meeting of the ALA Executive Board July 16 (*AL*, July/August, p.478.)

Other members of the committee are: J. Dennis Day, Salt Lake City Public Library director; Marva L. DeLoach, head of cataloging at the Illinois State University library; Kathleen M. Heim, Louisiana State University library school dean; Janis C. Keene, Tulsa City-County Library assistant director; F. William Summers, University of South Carolina library school dean; and Lucille C. Thomas, New York City Board of Education School Library Services director. ALA Associate Director for Administrative Services Ernest Martin is HQ staff liaison.

The board instructed the committee "to conduct a confidential, high-level search for an executive director within the framework established by the board and to present to the board, in nonranked order, a list of no fewer than three nor more than five" by April 1.

RASD Serials Section announces Bowker/Ulrich award

The R.R. Bowker Co. will provide $1,500 cash for an annual award for distinguished contributions to serials librarianship beginning at the 1985 ALA Annual Conference, the Resources and Technical Services Division announced in July.

The first RTSD Serials Section Bowker/Ulrich's Serials Librarianship Award may be divided among two or more individuals who have shown leadership in serials-related activities; participated in professional association or library education programs, serials literature, or research; developed tools or methods enhancing access to or management of serials; or contributed to a better understanding of the field.

Nominations and supporting documentation should be sent no later than Nov. 15 to Jean Acker Wright, Chair, Serials Section Bowker/Ulrich's Serials Librarianship Award, General Technical Services, Vanderbilt University Library, 419 21st Ave., S., Nashville, TN 37240-0007.

LAMA to cosponsor institute on online catalog management

The Library Administration and Management Association Public Relations Section, together with the Ohio Library Association and the Columbus Area Library and Information Council of Ohio, will cosponsor a two-day institute on "Management of the Online Catalog" at the Ohio Center in Columbus Oct. 16–17.

LAMA seeks cosponsors for this and other institutes. For information, call LAMA Executive Director Roger Parent at ALA HQ.

(ALA Report cont. on p. 598-99, 600.)

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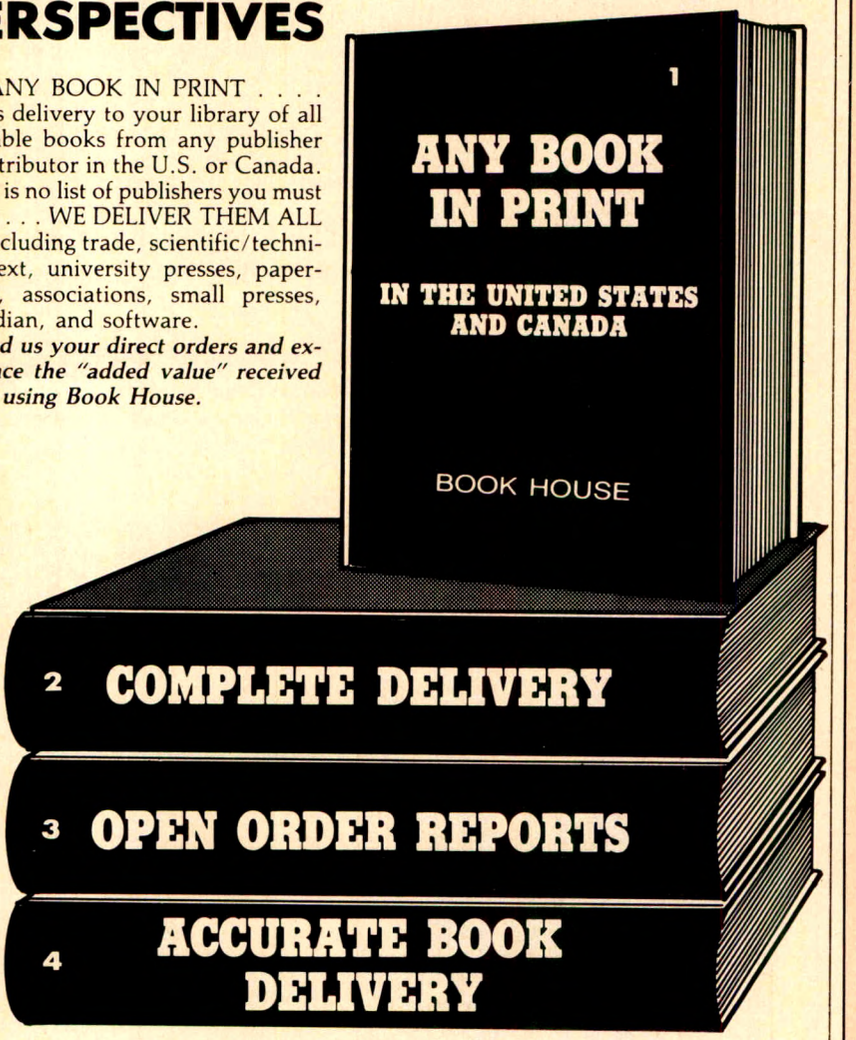

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1984 winners

More than 100 outstanding library performers received ALA awards, citations, and scholarships at Annual Conference in Dallas. Many of the winners were heralded in earlier editions of *AL* (Feb., p. 72 and 100, and June, p. 446). Other award winners are:

AASL/Encyclopaedia Britannica National School Library Media Program of the Year Award of $2,500 each: Richmond (Va.) Public Schools, and Riverside-Brookfield Township High School, Riverside, Ill.

ALTA Trustee Citations: Elmer M. Jackson, Jr., of Annapolis, Md., and Helen Muir of Miami, Fla.

ALTA Major Benefactors Award: Bertha Bacot of Pascagoula, Miss.; Mr. and Mrs. J. Harwood Cochrane of Rockville, Va.; John C. Henley, III, of Birmingham, Ala., and the late John Mosby of St. Louis, Mo.

ALTA Literacy Award: Lydia A. Duggins of Bridgeport, Conn.

ACRL Academic Librarian of the Year Award of $2,000 from Baker & Taylor: Richard D. Johnson of the State University College, Oneonta, NY.

ACRL Doctoral Dissertation Fellowship of $1,000 from the Institute for Scientific Information: Donald P. Gould of the University of Southern California.

ACRL Miriam Dudley Award for Bibliographic Instruction of $900 from Mountainside Publishing Co.: Thomas G. Kirk of Hutchins Library, Berea College, Ky.

ALSC Frederick G. Melcher Scholarships of $4,000 each: Constance N. Kehs of Doylstown, Pa., and Barbara Gail Freedman of Fayetteville, N.C.

ALSC Putnam Publishing Group Award of $400 each to attend ALA-Dallas: Ione Cowen of the Akron-Summit County (Ohio) PL; Jan Irving of the Stewart PL in Grinnell, Ia.; Jane Belsches of the Carrboro (N.C.) Elementary School; and Dean Lyons of the Carrabec School District in North Anson, Me.

ASCLA Exceptional Service Award: Eunice G. Lovejoy of Westerville, Ohio.

ASCLA Francis Joseph Campbell Citation: Maxine Dorf of Silver Spring, Md.

ERT Kohlstedt Exhibit Awards: Best Multiple Linear Booth — Oryx Press; Best Futura Booth — H.W. Wilson Co.; Best Single Booth — W.H. Freeman Co.

Friends of Libraries USA Awards of $300 each from Baker & Taylor: Friends of the

receive awards at Dallas conference

Thomas Branigan Memorial Library, Las Cruces, N.M.; Friends of the Salt Lake City (Utah) PL; SUNY/Albany Friends of Libraries; and Friends of North Carolina Public Libraries.

CIS/GODORT/ALA Documents to the People Award of $1,000 from the Congressional Information Service, Inc.: Jaia Barrett of the Perkins Library at Duke University.

IFRT John Phillip Immroth Memorial Award for Intellectual Freedom of $500: Gene D. Lanier of East Carolina University.

IFRT State Program Award of $1,000 from the Social Issues Resources Services: South Carolina Library Association Intellectual Freedom Committee.

JMRT Shirley Olofson Memorial Award of $100 each to attend their second annual conference: Diane Bronson of the State Library of Florida, Kathleen Moeller-Peiffer of the Orange County PL in Hillsborough, N.C., and Heather Smith, student at UCLA library school.

H.W. Wilson Co./LAMA John Cotton Dana Public Relations Awards: Dauphin PL, Harrisburg, Pa.; Houston (Tex.) PL; Lutheran Church Library Association, Minneapolis; Nellis (Nev.) Air Force Base; Plaza Jr. High School Library, Virginia Beach, Va.; and University of Texas Health Science Center at San Antonio Library.

Special awards: Elmer Holmes Bobst Library at New York University; Campbell County Library, Gillette, N.Y.; Clark County Library District, Las Vegas, Nev.; Council for Florida Libraries, Tallahassee; D.C. Everest High School Library, Schofield, Wis.; Eufaula Memorial Library, Eufaula, Okla.; Hurst (Tex.) PL; Kentucky Dept. for Libraries and Archives, Frankfort; Albert R. Mann Library, Cornell University; McBride Library, Keesler Air Force Base, Miss.; John McIntire PL, Zanesville, Ohio; Oklahoma Dept. of Libraries, Oklahoma City; Sheridan County (Wyo.) Fulmer Library; St. Louis County (Mo.) Library; Tucson (Ariz.) PL; and Ventura County (Calif.) Library.

LHRT Justin Winsor Prize Essay Award of $500 and publication in the *Journal of Library History:* Larry Yeatman of Baltimore for "Literary Culture and The Role of Libraries in Democratic America: Baltimore, 1815–1840."

LITA/Gaylord Award for Achievement in Library Information Technology of $1,000: Roger K. Summit of DIALOG Information Services, Inc.

LRRT Research Development Award of $500 to George D'Elia and Sandra Walsh for "Patron Use & Evaluation of Library Services: A Comparison across Five Public Libraries."

MAGERT Honors Award: Jeremiah B. Post of the Free Library of Philadelphia.

PLA Armed Forces Library Section Achievement Citation Award: Marjorie Rambo, Langley Air Force Base, Va.

Publishing Committee Carnegie-Whitney Fund Grants for bibliographies: $760 to Fay Belcher of Morehead (Ky.) State University Libraries; $1,650 to Mike Jankowski of the Alternative Information Network, Austin, Tex.; and $600 to Salvador Guereña of the University of California/Santa Barbara.

Publishing Committee Carnegie Reading List Fund Grants: $1,325 to ALSC Notable Children's Materials; $995 to ALSC *U.S.A. Children's Books of International Interest;* $900 to *Booklist* Young Adult Section; $1,350 to *Booklist* Children's Section; $4,200 to *Booklist* Adult Books Section; $2,250 to *Booklist* Nonprint Section for Microcomputer and Software reviews; $5,981 to COSWL for bibliographies; $7,500 (maximum) to RASD *Notable Books* List; and $1,662 to YASD for *High Interest/Low Reading Level Booklist, Best Books for Young Adults,* and *Selected Films for Young Adults.*

RASD Dartmouth Medal: *The Times Atlas of the Oceans* (Van Nostrand Reinhold).

RASD Facts on File Award of $1,000 from Facts on File, Inc.: Catherine Monnin of Cuyahoga County PL in Maple Heights, Ohio.

RASD I.G. Mudge Citation: Sara D. Knapp of SUNY/Albany.

RASD John Sessions Memorial Award donated by the AFL/CIO: Jackson-George Regional Library System, Pascagoula, Miss.

RTSD Margaret Mann Citation: Dorothy Anderson of England.

RTSD Esther J. Piercy Award: Lizbeth J. Bishoff of the ELA Area PL District in Lake Zurich, Ill.

RTSD Resources Section/Blackwell North American Scholarship Award of a $1,000 scholarship to the winner's chosen library school: Nancy E. Gwinn and Paul H. Mosher.

YASD Baker & Taylor Conference Grant of $500 to attend conference: Michelle Pugh of Cleveland, Ohio.

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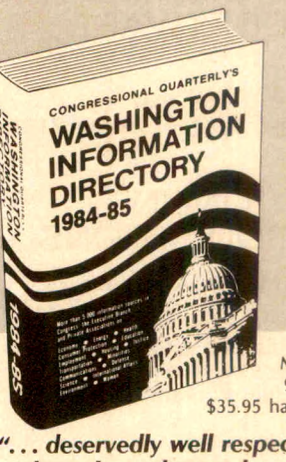

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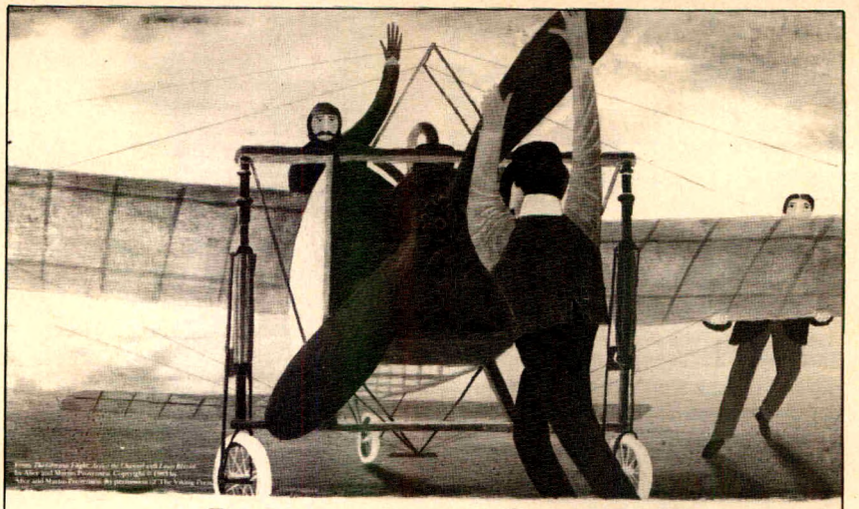


Second *Caldecott Calendar* bigger and better, says ALSC

Featured on the cover of the *1985 Caldecott Calendar* is an illustration from *The Glorious Flight: Across the Channel with Louis Blériot, July 25, 1909,* the Viking book that earned illustrators Alice and Martin Provensen the 1984 Caldecott Medal for the most distinguished American children's picture book.

The second annual calendar produced by the Association for Library Service to Children is bigger and better than the 1984 edition, according to ALSC Executive Director Ann Carlson Weeks. Like the original, which went out of print Jan. 31, the 1985 calendar displays full-page illustrations in color from 13 Caldecott Medal and Honor books, and lists the winners from 1938 to the present.

The 9-by-12-inch calendar went on sale at Annual Conference in Dallas and is available for $6.95 from ALA Publishing Services at Headquarters (0-8389-5651-3).

New COSWL award promotes sexual equality

The ALA Equality Award, presented for the first time at ALA Annual Conference in Dallas, recognizes "an individual or group for an outstanding contribution toward promoting equality between men and women in the profession." It represents the Association's willingness to reward its members for work in this area and the generosity of Scarecrow Press, which donates $500 for the award recipient.

The ALA Committee on the Status of Women in Librarianship (COSWL) formulated the concept of a "women's services" award in 1981. The "disadvantaged majority" had been confronting the status quo in the library profession for more than a decade. Library research and literature pointed to the unmistakable stratification within the ranks of librarianship, and library activists had joined together inside and outside ALA to address the various issues created.

Much of this work had gone unrecognized. Librarians and the Association have gained much through the efforts of men and women who have given their time and energy to effect social and political changes which have strengthened the democratic principles inherent in the library and information science ethic.

The first winner (1984), Margaret Myers, director of the ALA Office for Library Personnel Resources, has fought for equality in librarianship through her efforts on behalf of affirmative action, minority recruitment, and, more recently, comparable worth. The ALA Equality Award and its recipient represent inspiration and encouragement to men and women who continue to strive for equality in libraries and librarianship.

—Katharine Phenix, Chair,
Committee on the Status
of Women in Librarianship

Unit offerings from 50 E. Huron

Directory: State Library Agencies, Consultants, & Administrative Staff, 1984, comp. by ASCLA Headquarters Staff for the Chief Officers of State Library Agencies and ASCLA. 30 pages. $4.50 to ASCLA members, $5 to others from ASCLA (0-8389-6646-2).

"Proposed RASD Guidelines for Library Services to Hispanics," draft by the RASD Library Service to the Spanish-speaking Committee. Free with self-addressed mailing label from RASD.

State Publications on School Library Media Facilities, a bibliography produced by the LAMA Buildings and Equipment Section School Library/Media Facilities Committee. $3.50 from LAMA. □

Honoring Excellence

Each year the American Library Association honors those persons, libraries, organizations and publications that have made outstanding contributions to librarianship. The ALA awards program exemplifies the commitment of the American Library Association to honor and support excellence in all areas of our profession.

The ten awards and three scholarships that will be presented next year recognize outstanding accomplishments in these areas: library education, equality between the sexes in the profession, service to the profession, library service to children, and an outstanding contribution to library literature. Awards to libraries and other organizations recognize and help support financial and staff development, publishing, and programs which implement the goal and priorities of the American Library Association.

Every member of the Association is encouraged to make award nominations. The awards program works when individual members take the time to nominate persons or programs in their city, state or region which are examples of excellence in the profession. Only with the help of all members can the awards truly be given on behalf of the entire Association.

Announcement of scholarship recipients will be made at the first membership meeting of the 1985 Chicago conference. Awards are presented at **the first membership meeting and the inaugural banquet.**

Following is a brief description of each award and scholarship. Take the time to read about the awards and send a nomination to ALA.

Deadlines for the receipt of completed nomination forms are December 1, 1984 for awards and December 15, 1984 for scholarships. All juries meet and for the most part complete their deliberations at Midwinter.

Further information and nomination forms can be obtained by writing to Elaine K. Wingate, ALA Headquarters, 50 E. Huron, Chicago, IL 60611.

ALA awards program

Beta Phi Mu Award: A cash award of $500 and a citation presented to a library school faculty member or anyone making a distinguished contribution to education for librarianship. Supported evidence or testimonials are welcomed. Administered by a jury of the ALA Awards Committee.

84/85 Jury Chair:
George M. Bailey

Donor: Beta Phi Mu Library Science Honorary Association

Melvil Dewey Medal: An engraved medal and a citation presented to an individual or a group for recent creative professional achievement of a high order, particularly in those fields in which Melvil Dewey was so actively interested, notably: library management, library training, cataloging and classification, and the tools and techniques of librarianship. Administered by a jury of the ALA Awards Committee.

84/85 Jury Chair:
Cecil P. Beach

Donor:
The Forest Press, Inc.

ALA Equality Award: A certificate and a cash award of $500 given to an individual or group for an outstanding contribution towards promoting equality between women and men in the library profession. The contribution may be either a sustained one or a single outstanding accomplishment. The award may be given for an activist or scholarly contribution in such areas as pay equity, affirmative action, legislative work, and nonsexist education.

84/85 Jury Chair:
Katharine Phenix

Donor:
Scarecrow Press, Inc.

Gale Research Company Financial Development Award: An award of $2,500 and a certificate presented to a library organization that has exhibited meritorious achievement in carrying out a library financial development project to secure new funding resources for a public or academic library. The criteria for selection of an award winner are: evidence of the need and appropriateness of the financial goal; the use of innovative, creative and well-organized development methods; the success of the effort in meeting or exceeding the goal within a reasonable expenditure of fund-raising monies; and

the involvement of library supporters, who might include boards of trustees and library friends groups or their equivalent.
84/85 Jury Chair:
David S. Ferriero
Donor: The Gale Research Company

Grolier Foundation Award: A cash award of $1,000 and a citation presented to a librarian in a community or in a school who has made an unusual contribution to the stimulation and guidance of reading by children and young people. The award is given for outstanding work with children and young people through high school age, for continued service, or in recognition of one particular contribution of lasting value. Administered by a jury of the ALA Awards Committee.
84/85 Jury Chair:
Barbara Rollock
Donor:
The Grolier Foundation

World Book-ALA Goal Awards: Are two awards of $5,000 each made to units of the American Library Association to encourage and advance the development of public, academic and/or school library service and librarianship through recognition and support of programs which implement the goal and priorities of ALA.
84/85 Jury Chair:
Maureen Pastine
Donor: World Book, Inc.
Nomination deadline:
March 1, 1985

Joseph W. Lippincott Award: A cash award of $1,000 and a citation presented to a librarian for distinguished service to the profession of librarianship, such service to include outstanding participation in the activities of professional library associations, notable published professional writing, or other significant activity on behalf of the profession and its aims. Administered by a jury of the ALA Awards Committee.
84/85 Jury Chair:
Dr. Ann E. Prentice
Donor:
Joseph W. Lippincott, Jr.

The Knowledge Industry Publications, Inc. Award for Library Literature: A cash award of $500 and a citation to an individual for an outstanding contribution to library literature issued during the three years preceding the award. Administered by the ALA Awards Committee.
84/85 Jury Chair:
Helen H. Lyman
Donor: Knowledge Industry Publications, Inc.

H. W. Wilson Library Periodical Award: A cash award of $500 and a certificate presented to a periodical published by a local, state or regional library, library group, or library association in the United States or Canada which has made an outstanding contribution to librarianship. Publications of ALA, Canadian Library Association, and their divisions are excluded. All issues for the calendar year prior to the presentation of the award will be judged on the basis of sustained excellence in both format and content, with consideration being given to the purpose and budget. Administered by a jury of the ALA Awards Committee.
84/85 Jury Chair:
Leon L. Bram
Donor: The H. W. Wilson Company

H. W. Wilson Library Staff Development Grant: A cash grant of $2,500 awarded to a library organization to assist it in a current or proposed program designed to further its stated staff development goals and objectives. The grant is based on merit of application and considers several criteria including: clearly defined documentation of the organizational goals and objectives, a well defined program to meet the needs, and a demonstrated ability to implement the program. Administered by the ALA Awards Committee.
84/85 Jury Chair:
Maureen S. Sullivan
Donor: The H. W. Wilson Company

David H. Clift Scholarship: A $3,000 scholarship awarded to a worthy student to begin a program of library education at the graduate level. The recipient must be a U.S. or Canadian citizen and must enter a formal program of graduate study leading to a master's degree at a graduate library education program accredited by ALA. Administered by the ALA Awards Committee and the Standing Committee on Library Education.
84/85 Jury Chair:
Charlene Mason
Donor: Funded by the annual contribution from the Xerox Information Resources Group and individual contributions.

The Frederick Winthrop Faxon Scholarship: A cash award of $3,000 and an expense paid optional internship at F. W. Faxon Company in Westwood, Massachusetts. The award is made to a worthy student to begin a master's level ALA accredited program in library or information sciences. Ideally, the recipient should have a specific interest in the field of serials management and control. Funded by an annual contribution by the F. W. Faxon Co., Inc., one scholarship per year is offered. The award may be withheld in any year when there are no qualified applicants. Administered by the ALA Awards Committee and the Office for Library Personnel Resources.
84/85 Jury Chair:
Jean M. Whalen
Donor: F. W. Faxon, Inc.

Louise Giles Minority Scholarship: A $3,000 scholarship awarded to a worthy student who is a U.S. or Canadian citizen and is also a member of a principal minority group (American Indian or Alaskan native, Asian or Pacific Islander, black, Hispanic), to enter a formal program of graduate study leading to a master's degree at a graduate library education program accredited by ALA. Administered by the ALA Awards Committee and the Office for Library Personnel Resources Advisory Committee.
84/85 Jury Chair:
Doreitha R. Madden
Donor: Funded by an annual contribution from the Xerox Information Resources Group and individual contributions.

Deadline for receipt of completed award nominations is December 1, 1984; scholarship nominations is December 15, 1984. Further information and nomination forms can be obtained by request to Elaine K. Wingate, ALA Headquarters, 50 E. Huron, Chicago, IL 60611.

the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

young people

The lack of new black children's books is prompting concern throughout the book community. Earlier this year, a panel of authors, publishers, and librarians discussed the issue at the New York Public Library's Countee Cullen Regional Branch.

Elizabeth Gordon of the Harper Junior Book Group cited economic factors. " Books that we once counted on as staples have not in recent years sold in sufficient quantities to support reprinting the books—and we are not looking for sales much greater than 500 copies a year," she said. "We assume that this is caused by libraries not having the funds for book purchases that they once had."

Prolific children's book author James Haskins emphasized "that the black experience is really an American experience and knowledge of it should be made available for all."

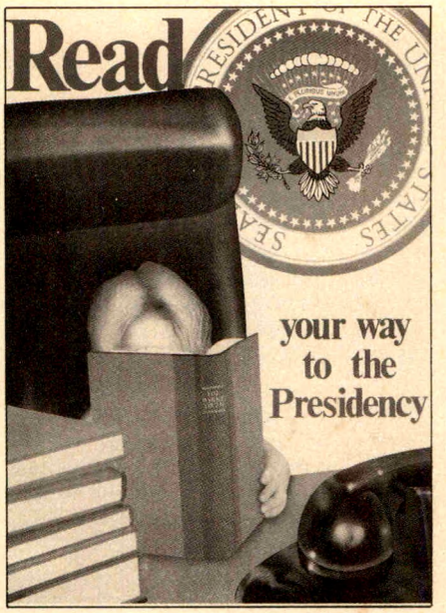
The panel discussed ways to stimulate the market, including encouraging early reading, making books available at reasonable prices in minority areas, and lobbying legislators to increase funding to libraries and schools.

The discussion marked publication of the 1984 edition of NYPL's *The Black Experience in Children's Books* booklist, which is only about half the size of the 1979 edition. The current list includes about 400 titles, with only about 100 new titles added—an average of only 25 new books a year since 1979.

The 61-page paperback booklist is available for $3 plus $1 postage from the Office of Branch Libraries, New York Public Library, 455 5th Ave., New York, NY 10016.

Pen pal program. Librarians whose young patrons want overseas pen pals can refer them to Youth of All Nations. The nonprofit, nonsectarian organization is devoted to promoting world peace through correspondence between young people. Rather than simply receiving a list of names, new members fill out an application and are matched with correspondents according to age, interests, and languages. The group also publishes *Mirror for Youth,* a magazine filled with contributions from members.

Persons 14 to 24 years old can receive more information and an application by sending 25¢ and a stamped, self-addressed long envelope to Youth of All Nations, 16 St. Luke's Place, New York, NY 10014.



"Read Your Way to The Presidency" was the theme of this year's Summer Reading Program developed by the West Virginia Library Commission. In addition to this full-color poster, materials included a board game in which players advance through various elected offices by reading books. Bookmarks for kids to sign state "This book is on loan to President (could be)_____." State Library Commissioner Frederic Glazer reports that the first participants in the program were the four children of Gov. Jay Rockefeller—the beginning, perhaps, of a political dynasty.

Magazines for Young Adults: *Selections for School and Public Libraries*, by Selma K. Richardson, features descriptive and evaluative annotations of nearly 600 periodicals, including all titles indexed in the *Readers' Guide to Periodical Literature*. The entries, arranged alphabetically by magazine title, give bibliographic and subscription information and list indexes covering each magazine. An appendix contains entries for periodical indexes, and a subject index groups the titles under 60 broad headings. Approx. 340 p., paper, $22.50 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (83-26652, 0-8389-0407-6).

A historical look at magazines for children is provided in *Children's Periodicals of the United States*. The study offers historical background and a description of the contents of 100 titles ranging from *The Children's Magazine* (which ran for four issues in 1789) through today's *Cricket* and *Cobblestone*. Entries also include information on libraries holding complete or near-complete files and a publication history detailing changes in titles, editors, and places of publication throughout each magazine's life.

Editor R. Gordon Kelly's introduction gives an overview of American periodical publishing for children and a survey of scholarship on the subject. Appendixes list over 300 children's magazines alphabetically, chronologically, and geographically. 591 p., $49.95 from Greenwood Press, 88 Post Rd. West, Westport, CT 06881 (83-8574, 0-313-22117-0).

International children's librarianship. *Library Service to Children: An International Survey* describes the worldwide state of children's librarianship in articles written by experts from 21 countries. Fourteen out of the 15 articles that appeared in the work's 1978 edition have been completely or substantially rewritten, and articles on six new nations have been added. The authors discuss such areas as funding structures, buildings and planning, types of holdings, services offered, staffing, children's books, current problems, and future plans. The 168-page volume, edited for the IFLA Section of Children's Libraries by Colin Ray, is published by K.G. Saur and distributed in the U.S. by Shoe String Press, 995 Sherman Ave., Hamden, CT 06514 at $21 (3-598-20392-6).

reference

Smaller reference collections. Two annotated guides recommend reference materials appropriate for the financial and space limitations faced by small and medium-sized libraries.

The fourth edition of *Reference Sources for Small and Medium-Sized Libraries* contains 1,788 entries, an increase of approximately 80 percent over its 1979 predecessor. Titles included were selected by an ad hoc committee of ALA's Reference and Adult Services Division. Among the subjects treated for the first time or receiving greatly expanded coverage are women's studies, computer science, and energy and environment. New features include coverage of materials suitable for children and young people; significant out-of-print titles; and inclusion of sources in nonprint formats such as databases and microforms. 252 p., paper, $20 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (84-6513, 0-8389-3293-2).

A Guide to Reference Books for Small and Medium-Sized Libraries, 1970–1982, by G. Kim Dority, supplies critical annotations for 1,179 titles. Following the format of the publisher's *American Reference Books Annual,* the initial chapter of the 430-page volume covers general reference works, followed by 42

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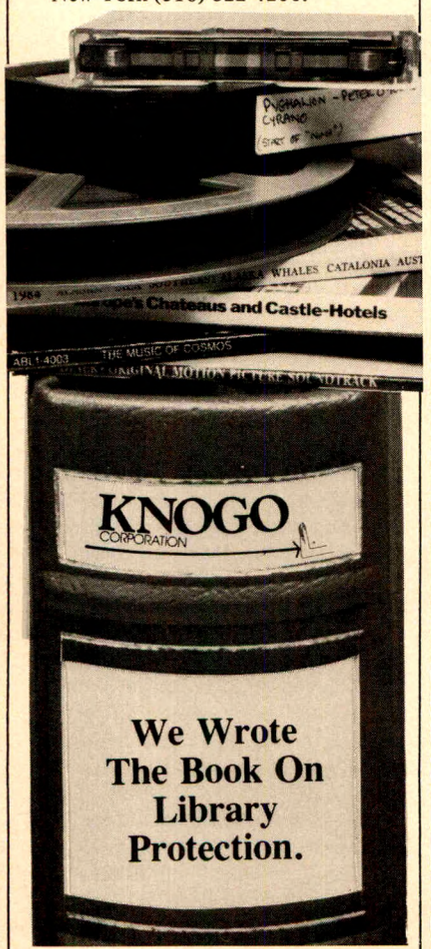

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subject-oriented chapters divided by topic or form. Similar works or alternate choices are given in many cases, and the entries include citations to reviews in professional journals and in *ARBA*. $28.50 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (84-7849, 0-87287-403-6).

***Reference Readiness* revised.** The new third edition of Agnes Ann Hede's *Reference Readiness* revises most of the entries from the 1977 edition and adds many new titles. The 187-page manual for librarians and students provides detailed descriptions of selected dictionaries, encyclopedias, indexes, bibliographies, biographical sources, atlases, and other types of reference works. Each chapter also includes a bibliography of additional titles of that type. $21.50 cloth (0-208-02001-2), $15 paper (0-208-02002-0) from Shoe String Press, 995 Sherman Ave., Hamden, CT 06514.

Where to Find What: *A Handbook to Reference Service* is intended as "a ready-reference source for the harried librarian." James M. Hillard's revised update of his 1975 first edition offers brief descriptions of mostly in-print resources under 595 frequently called-for subject headings. 357 p., $22.50 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (83-14272, 0-8108-1645-8).

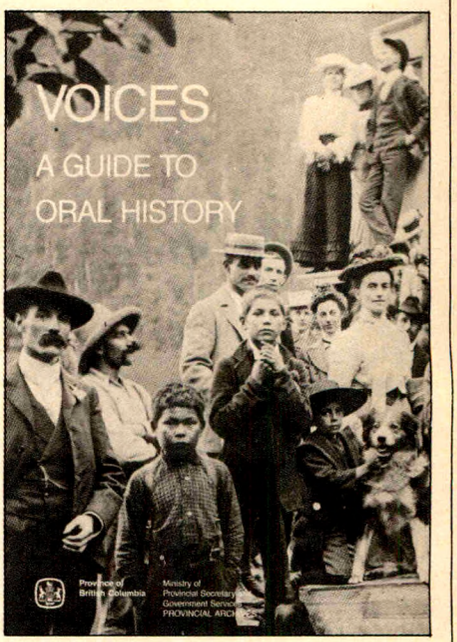
nonprint

"Films and Video in Libraries" is the theme of the fall 1983 issue of the New York State Library's *Bookmark*. Still pertinent, the 12 articles deal with community programming, the making of the New York State *Union Catalog of Film and Video*, library programming for local cable television, the impact of videocassettes in the public library, video and youth services, and other topics. Single copies are $1 prepaid, $2 foreign (payable to the New York State Library), from Gift and Exchange Section, New York State Library, Albany, NY 12230.

Database firm to acquire NICEM. Access Innovations, producer of seven databases currently available on DIALOG, has signed an agreement to purchase the National Information Center for Educational Media (NICEM) from the University of Southern California.

Access Innovations intends to continue producing NICEM's 29 print titles and its online file. Later this year the company plans to introduce new services and products to complement NICEM's traditional services, including special subject indexes and custom cataloging for audiovisual libraries.

Arms race AV. The *1984 National Directory of Audiovisual Resources on Nuclear War and the Arms Race*, edited by Karen Sayer and John Dowling, lists 400 films, videotapes, slide/tapes, and filmstrips distributed by over 300 companies and organizations. Titles include documentaries, feature films, television news programs, university productions, and animated shorts. Entries give filmographic data, describe the content, and list sale, rental, and loan sources with prices. The 60-page paperback also includes a subject index and distributors' listing. $4 (payable to the University of Michigan) from NW/AR Directory, Michigan Media, University of Michigan, 400 4th St., Ann Arbor, MI 48103.



Oral history guide. *Voices* is a how-to guide for the creation, preservation, and use of oral history. The 74-page paperback, edited by Derek Reimer, discusses the place of oral history in the larger historical record, recording equipment, interviewing techniques, archival procedures, and uses for the oral history interviews. $4.50 from Sound Heritage, Provincial Archives, Victoria, British Columbia, Canada V8V 1X4.

Radio on tape. Over 600 National Public Radio programs available for purchase on audiocassette are described in a free catalog. The programs include documentaries, interviews with figures ranging from Henry Miller to Bob "Captain Kangaroo" Keeshan, public-affairs broadcasts, and programs on the arts and sciences. For a copy of the catalog write National Public Radio, Cassette Publishing, 2025 M St., N.W., Washington, DC 20036.

The Poets' Audio Center is a clearinghouse for both commercial and noncommercial poetry recordings, stocking over 700 audiocassette titles from some 40 producers. The center's catalog, normally $3, is available free to acquisitions librarians requesting it on their letterhead. Poets' Audio Center, POB 50145, Washington, DC 20004.

Words on Tape: *An International Guide to the Spoken Word* is described by the publisher as the "Books in Print" of recorded books. The first edition of the annual publication contains approximately 7,000 titles from 100 publishers and organizations, listed in author,

title, and subject indexes. Entries include the number of cassettes, length in minutes, publisher's order number, rental or purchase price, and name of publisher. A directory lists the addresses and phone numbers of all publishers. 450 p., $47.50 ($40 if prepaid, $27.50 for organizations with annual book and periodical budgets under $15,000) from Meckler Publishing, 520 Riverside Ave., Westport, CT 06880 (0-930466-55-1).

microcomputing

To see if the IIc is the microcomputer for you, take a look at two new books on the newest and smallest member of the Apple family.

Author Philip Lieberman intends *Introducing the Apple IIc* as a guide for those considering the purchase of the IIc, an introductory manual for new owners, and a continuing reference for users. Chapters cover the 10-hour tutorial program supplied with the IIc; the Logo, Applesoft BASIC, and Apple Pascal computer languages; educational and productivity software; telecommunications and databases; the IIc operating system; and the Apple mouse. 400 p., paper, $17.95 from Howard W. Sams & Co., 4300 W. 62nd St., Indianapolis, IN 46268 (84-50864, 0-672-22393-7).

Going Places with the New Apple IIc, by Danny Goodman, opens with a brief introduction to microcomputing. The 251-page mass-market paperback, less technical than Lieberman's guide, then describes the IIc and its peripherals and discusses the IIc's word processing, spreadsheet, database management, telecommunications, graphics, educational, and entertainment applications. $3.95 from Simon & Schuster Electronic Publishing Division, 1230 Avenue of the Americas, New York, NY 10020 (0-671-53188-3).

Microcomputers in ARL Libraries publishes the results of a January 1984 survey of microcomputer use in institutions belonging to the Association of Research Libraries. Among the findings: 81 percent of the 85 respondents are using micros, compared to fewer than half in a 1982 survey. Thirty-five of the libraries own between one and five micros; 20 have between six and 10; and the remaining 13 report 11 or more.

The most frequent applications are management functions, including word processing, accounting, personnel records, and mailing lists. Bibliographic searching and maintenance of files and lists are the most common public service functions, and technical service departments use micros most often for acquisitions, serials control, and online cataloging.

Twenty-four of the libraries offer microcomputer facilities for users, including seven where they are used to access online catalogs. None of the libraries circulates micros for home use.

The 98-page paperback (SPEC Kit #104 from the ARL Office of Management Studies) also contains six microcomputer planning and specifications documents, four examples of policies and procedures, and three examples of training and personnel materials. $15 ($7.50 for ARL library members) from SPEC Center, ARL/OMS, 1527 New Hampshire Ave., N.W., Washington, DC 20036.

Let your fingers do the talking by dialing the more than 400 bulletin board systems (BBSs), national networks, and local-area services listed in *The Computer Phone Book*. The 466-page paperback gives an overview of consumer online systems such as BRS After Dark and CompuServe and provides a detailed guide to their use. The directory portion lists

Software Showcase:

CALM eases catalog card and label production

Card and Label Manager (CALM) is a program for the production of catalog cards and labels, written specifically for the Apple IIe microcomputer. A slightly less powerful version is available for the Apple II+ with two disk drives, and a version for the IBM PC is scheduled for release later this year.

The program was written by Bill Yarborough, head of the department of physics and computer science at Presbyterian College in Clinton, S.C., with advice from his wife Diane, a cataloger in the school's library.

CALM is designed to allow for variations in different libraries' catalog card formats regarding what information to include, punctuation, and placement of information. For example, the ISBN can be placed at the lower left or the lower right of each card, inserted manually anywhere else, or omitted altogether.

Another distinctive feature of CALM is that it places no limit on the number of tracings or the length or form of the call numbers. It also automatically produces a second card if necessary, divides lines around the card's hole to avoid having to make a second card, and produces hanging indentions when there is no author. For added versatility, the fields that default to accession number and ISBN can be redefined by the user to any other required item (such as LC number) or completely eliminated if not needed.

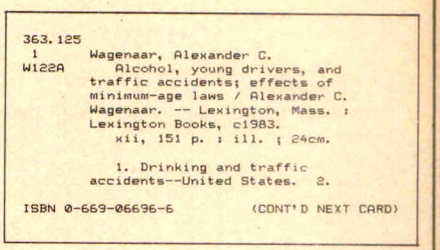
CALM is entirely menu-driven for ease of use. The program allows each item to be reviewed or edited before being saved to disk and provides for a "test print" of the information saved to permit hard-copy editing. A full-function text-editing capability is incorporated for making changes to file entries at any time, either sequentially through an entire file or to specific items. Individual items can be accessed through any of the entered fields.

Cards or labels can be printed in an entire file in a "batch" mode, or a single item or group of items can be selected and printed. The program can be automatically configured to provide proper print commands for Okidata, Epson, Apple, and NEC printers; this will determine control codes for producing enlarged, reduced, underlined, or enhanced print. Users with other printers can choose the default 10- or 12-characters-per-inch, although this will only permit standard-size print. However, the designer will customize the program for any printer if supplied with information sheets from the printer manual.

CALM is priced at $199, including an instruction manual, a sample data disk, and a backup copy of the program disk. A demonstration copy with instructions is $15, which can be applied to the purchase of the complete program.

An optional utility, BOOKLIST, will read up to 900 items from data entered by CALM and produce lists sorted by call number, title, or author. BOOKLIST alone costs $125, or it may be purchased with CALM for $299.

For more information on the programs write Speak Softly, Inc., 303 Calvert Ave., Clinton, SC 29325.



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           xii, 151 p. : ill. ; 24cm.

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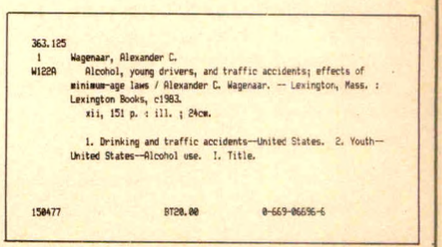

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W122A    Alcohol, young drivers, and traffic accidents; effects of
minimum-age laws / Alexander C. Wagenaar. -- Lexington, Mass. :
Lexington Books, c1983.
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the systems and services, including such information as operating hours, fees, contents, and author Mike Cane's personal comments based on his use of the systems. Appendixes describe the help files of various BBS software formats and list BBSs offering downloadable software or aimed at special interests. $9.95 from New American Library, 1633 Broadway, New York, NY 10019 (83-17305, 0-452-25446-9).

A monthly update to the directory is available for $20 for a one-year subscription from The Computer Phone Book, 175 5th Ave., Suite 3371, New York, NY 10010.

Instructional Use of Computers *in Public Schools, Spring 1982* is a 27-page report offering statistical information on the availability of computer-based instruction, the extent of computer usage, teachers' computer literacy, improvement needed in computer-based education, and other areas. $1 from Dept. 36-GL, Superintendent of Documents, Washington, DC 20402 (stock no. 065-000-00197-7).

Small Computers in Libraries, published for the past three years by the Graduate Library School of the University of Arizona, has been acquired by Meckler Publishing, publishers of *Library Software Review* and *M300 and PC Report*.

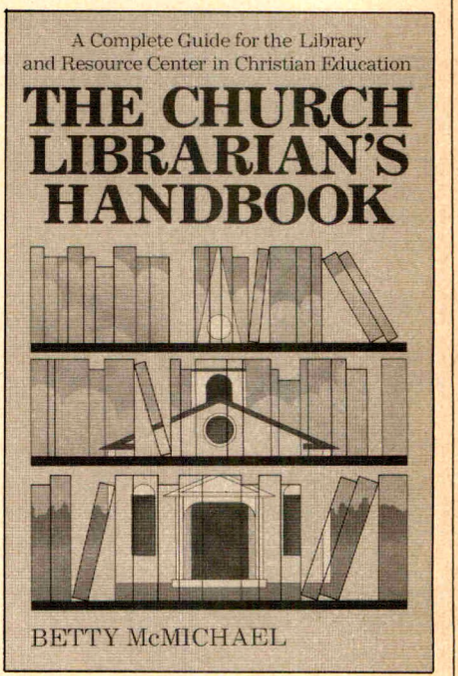
Meckler states that founding editor Allan Pratt will continue to edit the journal, which is said to have the largest circulation of any library-oriented computer publication. The new publisher promises that the journal will be basically unchanged, with the exception of a new design and the acceptance of advertising. Twelve monthly issues are $24 from Meckler Publishing, 520 Riverside Ave., Westport, CT 06880.

librarian's library

Forms follow functions. *The Library Forms Illustrated Handbook* is a truly formidable 875-page, looseleaf collection of nearly 1,000 forms for library functions ranging from acquisitions, cataloging, and circulation to online searching, interlibrary loans, and bibliographic instruction. Also included are forms designed for administrative operations such as personnel and budgeting, audiovisual services, and special collections. Compiler Elizabeth Futas, who contacted some 3,000 libraries to obtain the forms selected for reprinting, also offers advice on the design and management of forms. $75 from Neal-Schuman Publishers, 23 Cornelia St., New York, NY 10014 (82-22362, 0-918212-69-3).

Acquisitions Management *and Collection Development in Libraries*, by Rose Mary Magrill and Doralyn J. Hickey, contains chapters on collection development policies and administration, acquisitions procedures, bibliographic searching, purchasing, vendor-controlled order plans, nonbook materials, acquisition of serials, and gifts and exchanges.

The updated version of Stephen Ford's 1973 *The Acquisition of Library Materials* is aimed at the same audience of library school students and practicing librarians and includes much of that volume's content on estimating costs of materials and purchasing out-of-print and foreign items and government documents. Approx. 224 p., $20 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (84-9288, 0-8389-0408-4).



The Church Librarian's Handbook is an updated, paperback edition of Betty McMichaels' 1977 *The Library and Resource Center in Christian Education*. Written for the nonprofessional who is setting up a church library, the illustrated guide covers staffing, selection, cataloging, promotion, and financing. The second edition includes new material on audiovisual materials and computers in church libraries and an updated directory of suppliers. 277 p., $9.95 from Baker Book House, Grand Rapids, MI 49506 (0-8010-6166-0).

The state of the unions. *The Local Union in Public Libraries* is a study of the unionization of public librarians and library workers based on author Doreen Lilore's observation of four selected AFSCME locals over a two-year period and survey data from library unions around the country.

The 134-page volume opens with background on the labor movement and library unionization, followed by discussions of labor-management relations in library unions, internal operations, and a content analysis of 18 labor agreements. $19.50 cloth (0-208-02028-4), $13.50 paper (0-208-02029-2) from Shoe String Press, 995 Sherman Ave., Hamden, CT 06514 (83-24886).

Alternative anthology. Sixty-seven articles representing viewpoints out of the mainstream of library thought are reprinted in *Alternative Library Literature, 1982/1983*. The first volume in a proposed biennial series, the "deliberately *un*balanced" collection features items

taken from "orthodox" library journals and non-library periodicals, as well as from such "alternative" publications as *Sipapu, Librarians for Social Change, Feminist Collections,* and *Interracial Books for Children Bulletin.*

Editors Sanford Berman and James P. Danky selected material "addressing topics usually overlooked or minimized in standard library media," including selection of alternative- and small-press materials, censorship, women in libraries, gay and lesbian materials, service to disabled and Spanish-speaking people, and nuclear education. 338 p., paper, $29.95 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-132-3).

***Jackie Urbanovic's cartoon illustrates the "Women" section of* Alternative Library Literature.**

resources

Ads infinitum. Some 15,000 slogans promoting 6,000 products or companies are listed in *Advertising Slogans of America,* compiled by Harold S. Sharp. Both the slogans and the organizations are listed in a single alphabetical sequence, ranging from A&P Coffee ("Right from the start") to Zip Hair Remover ("A dab makes you as dainty as a deb"). $35 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (83-20431, 0-8108-1681-4).

Films and Filmmakers is a four-volume reference work with an international scope, encompassing motion pictures from the early silent era through *Return of the Jedi.*

The first volume, *Films,* contains complete production and cast credits and other information for approximately 500 major English-language and foreign films, plus a critical essay and a bibliography listing monographs, contemporary reviews, and significant articles on each one. Volume two, *Directors/Filmmakers,* gives biographical essays, complete filmographies, and bibliographies for over 500 individuals.

The first two volumes are now available; volumes three and four, devoted to *Actors and Actresses* and *Writers and Production Artists,* are scheduled for publication later this year. Each volume is available separately for $50, with the entire set priced at $150. Vol. 1, 536 p. (0-912289-04-X); vol. 2, 611 p. (0-912289-05-8). St. James Press, 213 W. Institute Place, Suite 305, Chicago, IL 60610 (83-24616).

Of consuming interest. Written to help readers make sound, informed purchases of goods and services, *Consumer Adviser: An Action Guide to Your Rights* offers guidance in all sorts of transactions and tells how to use laws protecting consumers. The 416-page volume covers areas ranging from shopping in supermarkets and buying household appliances to applying for loans and using credit. The guide suggests actions to take to resolve problems with various types of businesses or professionals and provides addresses of consumer agencies to help in the fight. The Readers Digest book, distributed by Random House (201 E. 50th St., New York, NY 10022), is $21.50 (84-2044, 0-89577-180).

Legal Information Management Index is a new publication indexing articles and reviews on legal information management and law librarianship from over 125 journals and newsletters, many not indexed elsewhere. Among the topics covered are legal reference services, legal and nonlegal database searching, microform collections, government documents, space planning and relocation, and special library management. Six bimonthly issues and an annual cumulation are $98 U.S. (Massachusetts subscribers add 5 percent sales tax) and $108 Canada, prepaid, from Fox Information Consultants, POB 67, Newton Highlands, MA 02161.

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The Online Public-access Catalog in 1984: Evaluating Needs and Choices

By EMILY G. FAYEN

A state-of-the-art review with descriptions of a dozen currently available systems by a leading expert who is responsible for the highly acclaimed online catalog at Dartmouth College.

—in the same issue—

The IBM PC and the IBM PC/XT

By AUDREY N. GROSCH

An evaluation of two very popular microcomputers from a library automation perspective. Also discusses the so-called compatibles and summarizes the profession's assessment.

—both in the January/February 1984 issue of LTR—
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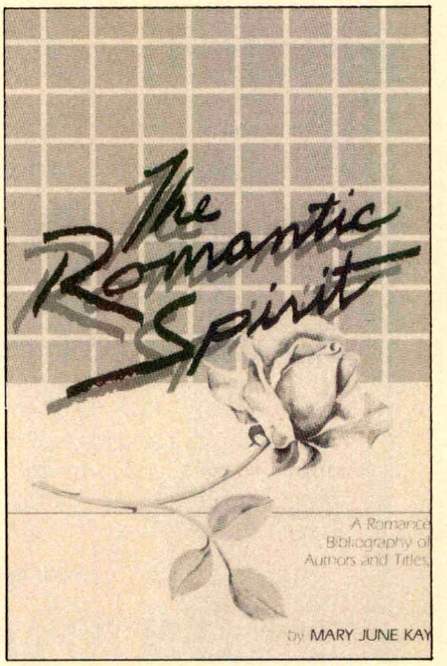
bibliography

Views on TV news. *U.S. Television Network News: A Guide to Sources in English,* by Myron J. Smith, Jr., lists books, articles, dissertations and theses, and other materials covering the period from the late 1940s through 1982. The 3,214 entries deal with television news in general, specific networks and news programs, documentary and public affairs programming, and television news coverage of domestic affairs, U.S. presidents, presidential elections, foreign affairs, national defense, and other areas. Also included are biographical works about specific reporters and anchorpeople. Includes subject and author indexes. 240 p., $29.95 from McFarland & Co., POB 611, Jefferson, NC 28640 (83-42885, 0-89950-080-3).

Romance roundup. Some 19,000 titles by 3,700 romance authors are listed in *The Romantic Spirit,* by Mary June Kay (a pseudonym taken from the first names of three romance aficionados who spent three years on the project). The alphabetical author entries reveal the writers' pseudonyms, list in- and out-of-print books, and indicate subgenres (such as "gothic," "mystery," and "supernatural"). Appendixes provide title listings for 23 romance series.



The 566-page paperback is $8.95 plus $2.50 shipping. A 287-page 1983–84 update featuring new authors, additional titles, and newly-discovered pseudonyms is $5.95 plus $1.50 shipping (if ordering both volumes, add only $2.50 shipping). MJK Enterprises, POB 5571, San Antonio, TX 78201.

Prewar Germany. *The Third Reich, 1933–1939: A Historical Bibliography* contains abstracts of 932 articles covering the years preceding World War II, during which Hitler consolidated his power and prepared Germany for war. The articles, published from 1973 through 1982, are arranged topically into sections on Nazi Germany in historical context, domestic policies and politics, foreign policy, the oppression of German Jewry, and other areas. The 239-page volume includes detailed subject and author indexes. $28.50 from ABC-Clio Information Services, POB 4397, Santa Barbara, CA 93103 (83-21527, 0-87436-379-9).

Vietnam eyewitnesses. *Those Who Were There* is an annotated bibliography of eyewitness accounts of the war in Southeast Asia from 1956 to 1975, and its aftermath. The 297-page work encompasses nonfiction and fiction books, poetry, anthologies, articles based on firsthand experience, as well as periodical titles devoted to the topic. The authors include military veterans, civilians, and journalists who witnessed combat or traveled with military units. $12.95 from Dustbooks, POB 100, Paradise, CA 95969 (83-25434, 0-913218-97-9).

tech services

LC applications of AACR2. *LC and AACR2: An Album of Cataloging Examples Arranged by Rule Number,* by Alan M. Greenberg and Carole R. McIver, includes several hundred examples of Library of Congress AACR2 cataloging. Samples are based on a file compiled by the cataloging staff at Winthrop College Library, Rock Hill, S.C.

Most of the examples, which are reproductions of actual LC catalog cards or proof slips, refer to Chapter One of the rules, but Chapters 2–6, 12–13, 21–22, and 24–25 are also covered. The authors caution that some examples represent LC's earliest AACR2 cataloging and thus reflect practices that may have changed. However, the latest card revisions were used wherever possible. An author/title index to the examples shows how LC interpretation of AACR2 affects filing; a subject index is also included. 179 p., $19.50 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (83-27144, 0-8108-1683-0).

Directory of serials experts. The International Federation of Library Associations and Institutions (IFLA) Section on Serials Publications is compiling an international directory of serials experts. The directory will list people who have contributed to serials librarianship on the regional, national, or international level, and their area of expertise, publications and research, and relevant committee assignments.

The work is expected to promote exchange of serials expertise between countries and provide contact people who are experts on serials bibliographic control, management, and conservation in their geographic areas.

To receive the personal data form compilers are using, write to Jean Whiffen, IFLA Serials Directory, University of Victoria Library, POB 1800, Victoria, B.C., Canada V8W 3H5, or Erica Ljungdahl, IFLA Serials Directory,

Stockholm University Library, with the Library of the Royal Academy of Sciences, S-106 91, Stockholm, Sweden.

Guide compares LC with Dewey. The Cataloging Department of the Bowling Green (Ohio) State University library is offering a comparative guide to Library of Congress and Dewey Decimal classification systems. The 30-page work is arranged by subject and covers a wide range of numbers in both systems.

The guide is $5 from Gail J. Junion, Coordinator—Cataloging Dept., Jerome Library, Bowling Green State University, Bowling Green, OH 43403. Make checks payable to BGSU Library.

Managing academic library TS. *Library Technical Services: Operations and Management,* edited by Irene P. Godden, describes current techniques used in technical services areas, primarily in academic and research libraries. Leslie A. Manning has contributed chapters on administration of technical services and circulation; Karen L. Horny on automation; Marion T. Reid, acquisitions; Betty G. Bengtson, bibliographic control; and A. Dean Larsen, preservation and processing.

The work contains typical organizational patterns and examples of workflow, and covers both serials and monographs. References and a bibliography follow each chapter. 272 p., $32 from Academic Press Inc., Orlando, FL 32887 (83-15645, 0-12-287040-9).

Cataloging micro software with AACR2. Hot off the ALA presses is *Guidelines for Using AACR2 Chapter 9 for Cataloging Microcomputer Software.* The guidelines were developed "to meet the urgent need for direction in the cataloging of microcomputer software" by the Committee on Cataloging: Description and Access, Cataloging and Classification Section, Resources and Technical Services Division of ALA. Arnold Wajenberg, principal cataloger at the University of Illinois at Urbana-Champaign, prepared the text.

The guidelines are not a substitute for AACR2 Chapter 9, but cover a few areas of the chapter that pose special problems. Arrangement is by rule number; a glossary of automation terms related to bibliographic records is included. 32 p., paper, $4.50 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (84-11168, 0-8389-3311-4).

New OCLC MARC format due. A MARC format for machine-readable data files (MRDF) will be available this fall on OCLC. The new format—the eighth for OCLC—contains fields familiar to MARC format users. But new notes fields (5xx) describe system requirements and disk characteristics for large files and list other systems a file can run on. New fixed-field elements include type of machine and type of file. The format also provides a fixed-field entry for serial machine-readable data files. Catalogers already accustomed to the OCLC audiovisual format will adjust easily to MRDF, according to OCLC.

instruction

Media skills series. Three illustrated, paperback guides edited by Paula Kay Montgomery suggest methods and materials for teaching media skills to students through the eighth grade.

Library Media Skills: Strategies for Instructing Primary Students, by Alice R. Seaver, describes the instructional process and presents sample learning activities for students from kindergarten through third grade. 147 p., $18.50 (84-965, 0-87287-409-5).

Ready for Reference: Media Skills for Intermediate Students, by Barbara Bradley Zlotnick, details practical activities for integrating media skills instruction with subject skills instruction for grades three through six. 274 p., $19.50 (84-11222, 0-87287-411-7).

Media Skills for Middle Schools: Strategies for Library Media Specialists and Teachers, by Lucille W. Van Vliet, provides an overview of middle school educational philosophy and the characteristics of the middle school student, followed by 70 media skills lessons appropriate for students in grades six through eight. 263 p., $19.50 (84-3926, 0-87287-410-9).

All three titles in the Teaching Library Media Research and Information Skills series are available from Libraries Unlimited, POB 263, Littleton, CO 80160-0263.

Computer game teaches *Readers' Guide*. Citation is a computer game to introduce users to the *Readers' Guide to Periodical Literature.* Players search the game's version of the *Readers' Guide* on randomly assigned topics. The program keeps track of the elapsed time of each player's search, and when the required number of relevant citations has been found and identified, a score is calculated. The 10 best scores for each topic are saved on the disk and displayed to later players.

The program requires an Apple II+ or IIe with an 80-column card and one disk drive. The disk is not copy-protected and may be duplicated for in-house use or back-ups. $8 prepaid from Arie C. Koelewyn, 1314 Glenn St., Newberry, SC 29108.

Library Instruction and Reference Services is a collection of 24 articles edited by Bill Katz and Ruth A. Fraley. Among the topics covered are the use of library instruction methods to train reference librarians; the role of technical services librarians in library instruction; instruction programs in public and academic libraries; and library instruction for faculty members, adult students, and foreign students. Also published as issue number 10 of *The Reference Librarian,* the 254-page volume is $24.95 from the Haworth Press, 28 E. 22nd St., New York, NY 10010 (84-505, 0-86656-288-5). □

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New **Melvil Dewey: The Man and the Classification.** 1983. Proceedings of 1981 Seminar. Contributors: Keyes D. Metcalf, David Kaser, Dee Garrison, Francis Miksa, Wayne A. Weigand, John P. Comaromi, W. Boyd Rayward, Gordon Stevenson. 210 pp. ISBN 0-910608-34-2 $10.00

Also Available **DEWEY Decimal Classification and Relative Index. Edition 19.** 1979. 3273 pp. Set: 3 Vols. ISBN 0-910608-23-7 $100.00 Purchasers of Edition 19 are entitled to receive FREE issues of the DC& supplements to Edition 19. Vol. 4, Nos. 4 and 5 available 1984.

Manual on the Use of the DEWEY Decimal Classification: Edition 19. 1982. 551 pp. ISBN 0-910608-32-6 Paper $20.00

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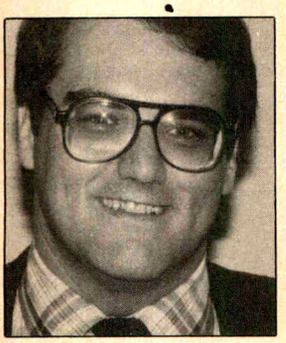

George M. Needham

Carol Ann Desch

Sylvia Sprinkle-Hamlin

ALA member **George M. Needham** recently became the director of the Fairfield County District Library, Lancaster, Ohio. . . . At the New York State Library, Albany, ALA member **Carol Ann Desch** and **Sara B. McCain** were recently appointed assistants in library services. . . . At the Forsyth County Public Library in Winston-Salem, N.C., ALA member **Sylvia Sprinkle-Hamlin** is now associate director and **Julie White Sanders** is Thruway branch head librarian. . . . ALA member **John M. Meador, Jr.,** is now dean of library services at Southwest Missouri State University in Springfield. . . . June 1 **Fred Visel** became assistant dean for learning resources at Carl Sandburg College, Galesburg, Ill. . . . ALA Councilor-At-Large **Judith Sessions** is now director of the library at California State University/Chico. . . . Newly elected library association presidents-elect include: **Claren Kidd** (Geoscience Information Society); ALA member **H. Robert Malinowsky** (Special Libraries Association); **Jeanne C. Reynolds** (Border Regional Library Association); and ALA member **Mary Jean Sloan** (Georgia Library/Media Department). . . . 2 ALA members recently joined the library staff of Cleveland (Ohio) State University: **Bruce E. Langdon** as director of libraries and **Robert J. Nissenbaum** as director of the Cleveland-Marshall College of Law Library. Langdon was formerly director of Wilson Library at the University of Minnesota, Minneapolis; Nissenbaum was head of reference services for the Tarlton Law Library, University of Texas at Austin. . . . **Renee Gold** is now director, Information Services, at the Special Libraries Association. An ALA member, Gold last served as associate editor, *Wilson Library Bulletin*. . . . Recent appointments at Columbia University Libraries, New York, N.Y., include: **Frieda Davison** as head of cataloging in the Health Sciences Library, ALA member **James J. Kopp** as editor of the *Avery Index of Architectural Periodicals,* and **Barbara LaBarba,** as head of resources in the Law Library. Staff retirements include ALA members **Laura Cummings** and **Mary Lou Lucy,** Cummings as chief of the Bibliographic Control Division and Lucy as chief of the Humanities and History Division. . . . ALA member **Martín Gomez,** former Serra Latino Services Project director at Serra Cooperative Library System, San Diego, Calif., is now minority ethnic services consultant at California State Library, Sacramento. . . . At the University of South Carolina, Columbia, **Joseph M. Pukl, Jr.,** is now head of the order department at Thomas Cooper Library and ALA member **Joseph C. Donohue** is a professor in the College of Library and Information Science. . . . ALA member **Michael LaCroix** is now director of library services at Wingate (N.C.) College. . . . **Sharon Ann Hogan** is now director of Louisiana State University Libraries, Baton Rouge. An ALA member, Hogan was formerly deputy director of Temple University Libraries in Philadelphia, Pa., and was serving as acting director there prior to her LSU appointment. . . . Recent appointments at the Tampa-Hillsborough County Public Library System, Tampa, Fla., include: ALA member **Mary Ellen Pellington** as assistant director; **Ann Bush** as head of the Business, Science, and Technology Department; **Marcee Challener,** Seminole branch head; and ALA member **Anne Ross,** head of the Fine Arts/Audiovisual Department. . . . **Oakley Herman Coburn** is now head librarian of the Sandor Teszler Library at Wofford College in Spartanburg, S.C. He succeeds **Frank J. Anderson,** who retired earlier this year. . . . **Susan Severtson** is now vice president, marketing and sales, for Carrollton Press, Inc. An ALA member, she has been executive editor of Research Publications, Inc., director of the Franconia College Library in New Hampshire, and assistant librarian for technical services at Middlebury (Vt.) College. . . . June 30 **Russell E. Bidlack** retired as dean of the library school at the University of Michigan, Ann Arbor. A former ALA Councilor-At-Large, Bidlack received the Melvil Dewey Medal from ALA in 1979 and the Beta Phi Mu Award for Distinguished Service to Education for Librarianship in 1977. . . . Among the distinguished alumni who recently received special citations from their alma maters are: **Joyce Ball,** university librarian at California State University, Sacramento (Indiana University); **Arthur Curley,** deputy director of the Research Libraries at New York Public Library and ALA Councilor-At-Large (Simmons College); **Edward D. Garten,** director of libraries at Tennessee Tech University, Cookeville (Kent State University); **Joseph H. Morehead,** associate professor at the SUNY/Albany library school (University of Kentucky); and **Gary E. Strong,** California state librarian (University of Michigan). All are ALA members. . . . At the Library of Congress **Sara Castro-Klarén** is now chief of the Hispanic Division and **James W. McClung** is regulations officer. McClung's duties include the review, analysis, revision, and codification of LC regulations (LCRs). . . . ALA Councilor-At-Large **Barbara Ford** is now assistant director for public services and associate professor at Trinity University's Maddux Library, San Antonio, Tex. . . . In September **Howard Dodson** becomes the new chief of NYPL's Schomburg Center for Research in Black Culture. . . . At SUNY/Buffalo, **William Borodacz** recently retired as associate librarian of Lockwood Memorial Library, **Manuel D. Lopez** is now Lockwood's head of reference, and 2 ALA members have new posts in the libraries' Central Technical Services Cataloging Department: **Judith Hopkins** as technical services research and analysis officer and **Deborah Husted** as assistant librarian. . . . **Robert B. Palmer** has been awarded the first Fulbright grant as a librarian to the People's Republic of China for 1984/85. An ALA member, Palmer was also a Fulbright librarian in Katmandu, Nepal, and Kabul, Afghanistan. He served as director of Barnard College Library, New York, N.Y., from 1967 to 1981, and as assistant to the director, Columbia University Libraries. . . . The University of Texas at Austin has announced 3 new appointments: ALA member **Linda Beaupre** as associate director of the General Libraries and **Mark E. Rorvig** and ALA member **Francis L. Miksa** as faculty members in the library school. . . . ALA Councilor-At-Large **Sharon Hammer** is now director of the Marin County Free Library in San Rafael, Calif. She succeeds another ALA member, **Mary Lou Rowe,** who retired last October. . . . **Patricia Kantor,** former school librarian at Elmcrest Elementary School, Liverpool, N.Y., is now children's librarian at Baldwinsville (N.Y.) Public Library. . . . Pennsylvania State University, University Park, has announced the appointments of head librarians at 2 campuses: **Barbara L. Emmer** at the DuBois campus and ALA member **Nancy L. Herron** at the McKeesport campus. . . . June 1 ALA member **Jo Ann Ellingson** became Florida's assistant state librarian. . . . **Kurt R. Murphy** recently became library systems analyst and assistant professor at the University of Oregon Library, Eugene. . . . **Ralph C. Simon** is now head of the Data Services Division of the Indiana State Library, Indianapolis. He succeeds **Debra Shaw,** who has joined the library school faculty at the University of Illinois at Urbana-Champaign. Simon, who last served as director of the Learning Resources Media Center at Owens Technical College in Toledo, Ohio, was director of libraries—the Technion, Israel Institute of Technology in Haifa, Israel, from 1974 to 1978.

Deaths

Roger Walter, editor of the (British) *Library Association Record* since 1975 and 1983/84 London correspondent for the *ALA Yearbook,* died June 2. . . . **Mary Dickey Masterton,** who retired in 1981 as head of the Browsing Library at Detroit (Mich.) Public Library, died Jan. 23. . . . **Charles W. David,** director of libraries and professor of history at the University of Pennsylvania, Philadelphia, from 1940 to 1955, died April 2. His distinguished career included helping to develop the Union Catalog of Pennsylvania in the 1930s. After his retirement, he founded two special libraries, the Eleutherian Mills Historical Library in Greenville, Del., and the Maritime Library in Connecticut. . . . **Mildred Peterson McKay,** 78, former New Hampshire state librarian, died April 8. □

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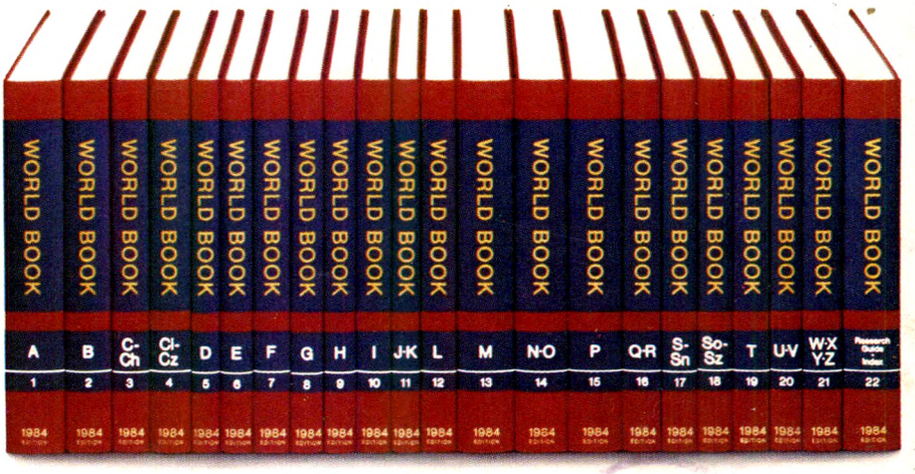

*The review appears in the 2/1/84 issue.

WORLD BOOK

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Current Career and Occupational Literature 1984

By Leonard H. Goodman. 208pp. Ready.
$30 U.S. and Canada, $35 other countries.

This important resource for guidance counselors, librarians, teachers, parents, students, and job seekers indexes a wide selection of inexpensive pamphlets, books, and periodicals with information on more than 700 occupations. It provides access to information suitable for all age levels from elementary school through adult.

Short Story Index 1979-1983

Fall 1984. $80 U.S. and Canada, $90 other countries.

This up-to-date, five-year cumulative volume of *Short Story Index* lists references to almost 14,000 stories published in 900 new collections and over 2,500 stories that appeared in 56 periodicals from 1979 to 1983. To make research easy, stories are listed by author, title, and subject in a single alphabet. **Note:** Subscribers who have maintained an annual subscription to *Short Story Index* for the past five years receive the five-year cumulative volume at no extra charge as part of their regular subscription.

Current Biography Yearbook 1984

500pp. approx. December 1984. $35 U.S. and Canada, $45 other countries.

Current Biography profiles the men and women who make today's news and tomorrow's history. The 1984 *Yearbook* cumulates the 11 monthly issues of *Current Biography*, provides a complete listing of the year's obituaries, and an index to all the biographical articles that have appeared since 1980.

World Artists 1950-1980

By Claude Marks. 928pp.
Fall 1984. $70 U.S. and Canada, $85 other countries

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Songs of the Theater

By Richard Lewine and Alfred Simon.
940pp. approx. Fall 1984. $70 tent. U.S. and Canada, $85 tent. other countries.

Two of the most frequently asked questions about musical theater—"Who wrote that song? What show is it from?"—are now easy to answer with the help of this comprehensive index to some 15,000 songs from over 1,200 shows that have appeared on Broadway and Off-Broadway from the earliest days of the American musical theater through 1983.

Sears: Lista de encabezamientos de materia

Translated by Carmen Rovira. 700pp. approx.
Fall 1984. $45 U.S. and Canada, $60 other countries.

The 12th Edition of *Sears List of Subject Headings* has now been translated into Spanish making this invaluable service available to libraries with significant Hispanic populations as well as libraries in Spanish-speaking countries. The new Spanish edition features an English-to-Spanish index of main headings and elaboration of regional and historical entries for Spanish-speaking regions.

The Reference Shelf 1985

Annual subscription @ $40 U.S. and Canada, $45 other countries. (Includes 6 titles). Individual titles are also available @ $8.00 U.S. and Canada, $9.50 other countries.

Focusing on significant current concerns, *The Reference Shelf Series* provides college and high school students, librarians, and researchers, with facts, background, and informed opinion. New and forthcoming titles include: *Immigration, Sports in America, Drugs and Alcohol, Capital Punishment, and Representative American Speeches: 1984-1985.*

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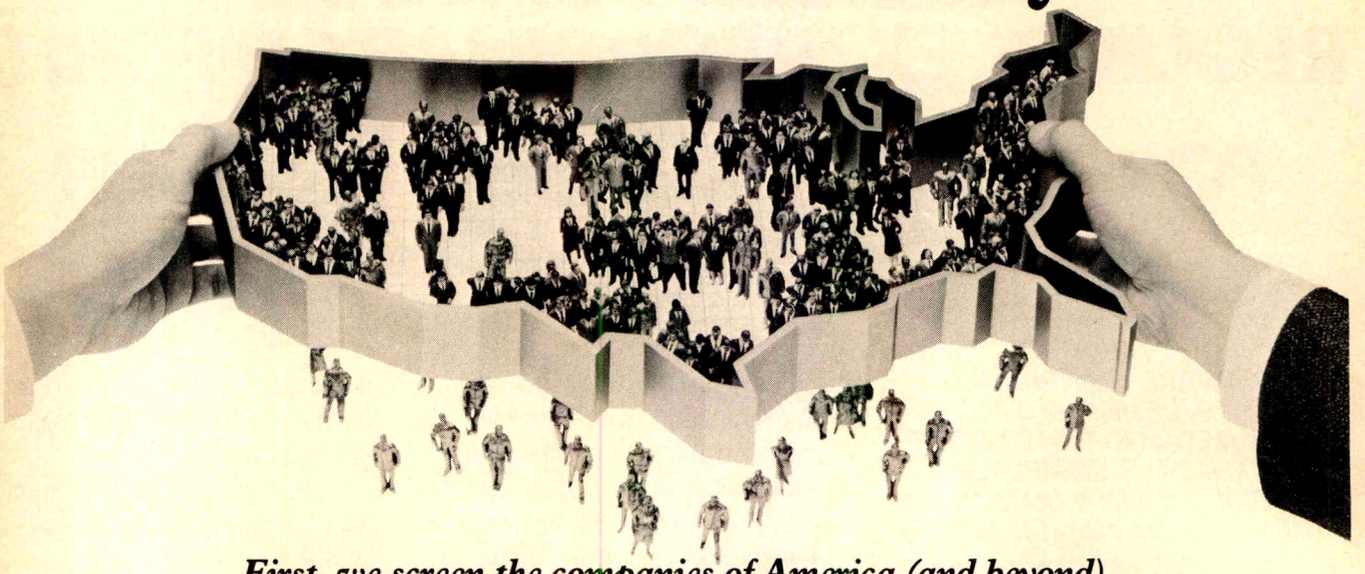

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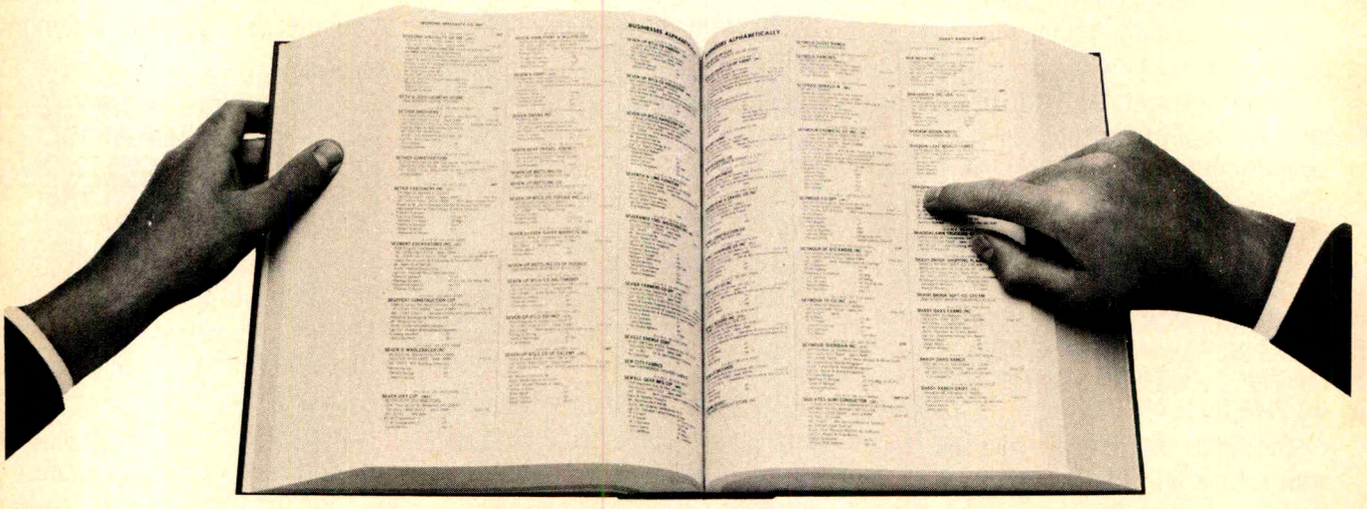

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american libraries

Vol. 15, No. 9 October 1984

Resources for 1985

622 Popular science books/ by "Quick Bibs" compiler Bill Ott.

624 Dollars from NEH/ New funds for programs, by Lois R. Pearson.

631 Micros-plus-modems/ "Microcomputers and telecommunications: A checklist of books and journals," by Patrick R. Dewey.

653 Products & services/ A four-page fall roundup by the editors.

664 Shakespeare to software/ "The Source," edited by Gordon Flagg, now includes "Software Showcase" with its many other wares.

612 Editor's Page One/ "Librarian in space."

614 Library Life/ A window on our interests worldwide.

617 News/ Stamp and contest call for "A Nation of Readers." White House Conference veterans gear up for second round. School library advocates challenge Reagan remark.

634 Consultants Clearinghouse/ A quarterly listing in "LEADS."

650 Salary Survey/ "How much do we earn? ALA publishes data on U.S. library salaries for 1984," by Mary Jo Lynch.

627 Action Exchange
629 Reader Forum
633 LEADS jobs listings
640 Datebook
659 Youthreach
660 ALA Report

Insert following p. 632 is 632 A, B, C, D, E, and F.

Cover. Mathew Brady's daguerreotype of President Abraham Lincoln reading to his son Tad graces this 20-cent commemorative stamp to be issued by the U.S. Postal Service Oct. 16. The stamp could inspire photographers of all ages to enter the National Library Week photo contest on the theme, "A Nation of Readers" (see page 617). Copyright© 1984, United States Postal Service.

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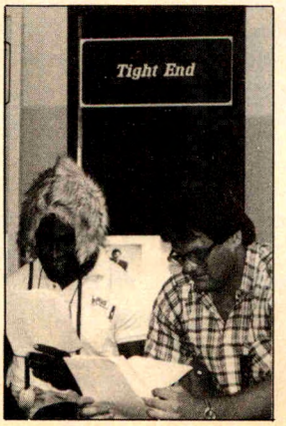

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the editors' page one

Librarian in space

"THE NEXT VOICE YOU HEAR," said the telephone operator, "will be the President of the United States."

That kind of message, in the middle of a work week, could send almost any American reeling in space, even someone who was shocked by remarks attributed to the President just two weeks earlier.

Librarian Virginia B. Moore, head of audiovisual services at the Anacostia Senior High School in Washington, D.C., was just such a person. Like many of her colleagues around the nation (see "In the News" story), Moore took issue with an Aug. 27 Presidential comment to students, as reported in the *Washington Post* the next day. Speaking to a packed auditorium at Washington's Jefferson Junior High School, President Reagan praised the high achievements of the school; then, in response to staff concern about the condition of the building, he said, "I attended six elementary schools myself, and one high school. And in none of them was there a library. I think the facilities aren't nearly as important as the humanity in the facilities."

Librarian Moore was hurt by those words. She has devoted the past 20 years of her life to improving library/media facilities for students, working in elementary, junior high, and senior high schools. She labors long and hard, and at the end of a school day goes to work at a second job. She has seen the benefits of library media skills in the lives of students. She has gone beyond her school to serve in community library activities and in the ALA's Council, Intellectual Freedom Committee, and American Association of School librarians.

And so, on Labor Day Weekend, the last holiday before a crush of work, she sat down to write a letter to the *Post*. She had published previously only in a school newsletter, but the feelings were strong and the words came out.

"Librarians are necessary, Mr. President," the letter was titled when it appeared in the *Post* September 12. In some 450 words, Moore recapitulated the President's remarks, asked if that quote could possibly be correct, and went on to describe a sixth-grade student of hers some time ago at Davis Elementary School. The abilities the student showed as a library aide and avid library user helped get him into Jefferson, from where he advanced to Putney School, and then to Yale.

"And while Mr. Reagan prospered in schools without libraries," Moore wrote, "I believe that the 'information explosion' of more recent years has made school libraries necessary.

"Presently, no other facility offers ready access to a wide variety of reading and instructional materials in many formats, which lend themselves to individual learning styles.

"In my opinion, when our society is demanding preparation in service professions and vocations, computer and engineering technology, and personal economic independence, great value must be placed on all school facilities.

"Consequently, the school library media center is valued as one of the facilities in which the 'humanity' of school librarians and library media specialists are combined cooperatively with others in the advancement of 'excellence' in education. Would President Reagan agree?"

The President calls

It isn't easy even for a President to reach a busy school librarian. After two tries, the White House got Moore to the phone in the Anacostia High School office, and the President, citing her letter to the *Post,* said, "I'm calling to assure you that school libraries are necessary."

The call came on Thursday, Sept. 13, and lasted about 4 minutes, according to Moore's reconstruction of the dialogue for *American Libraries*. "It was hard to concentrate, with everything going on in the office," she said, "but after his opening comments, he said that the modern-day library has had phenomenal success with students. That, while he didn't have a school library himself, he realizes this is a new day."

Some of the dialogue was a monologue: On the President's passion for reading and on teaching his children that joy. He told Moore his greatest nightmare is to be stranded without books. He wondered if there were others, like himself, who had books they'd like to give to libraries.

Moore managed to get some points in. She praised the Partnership in Education program benefiting her school; but also, "I told him this is a time we really need support for libraries, and asked if we could count on his. I asked if I could be in touch with him. He said yes."

In a follow-up letter to Reagan, Moore is directing him away from the gift-book concept toward working with library associations to build true quality collections. She will gratefully accept *his* gift books, however, for her school library.

Reentry

Moore didn't call the *Post* to urge another story. She was happy with the pride her school took in the event, inviting her to address classes and praising her as a fine representative of their aspirations. But her life has hardly changed, and already one rebuttal of her letter has appeared in the *Post*.

Did the call change her feelings about the President?

"I had just gone through an ALA training program called 'Censors are people, too,' " she said. "I tried to listen to him as a person. In the past, when he came on television, I used to turn him off. But felt I was talking to a warm individual. Let's hope he's not simply all charm."

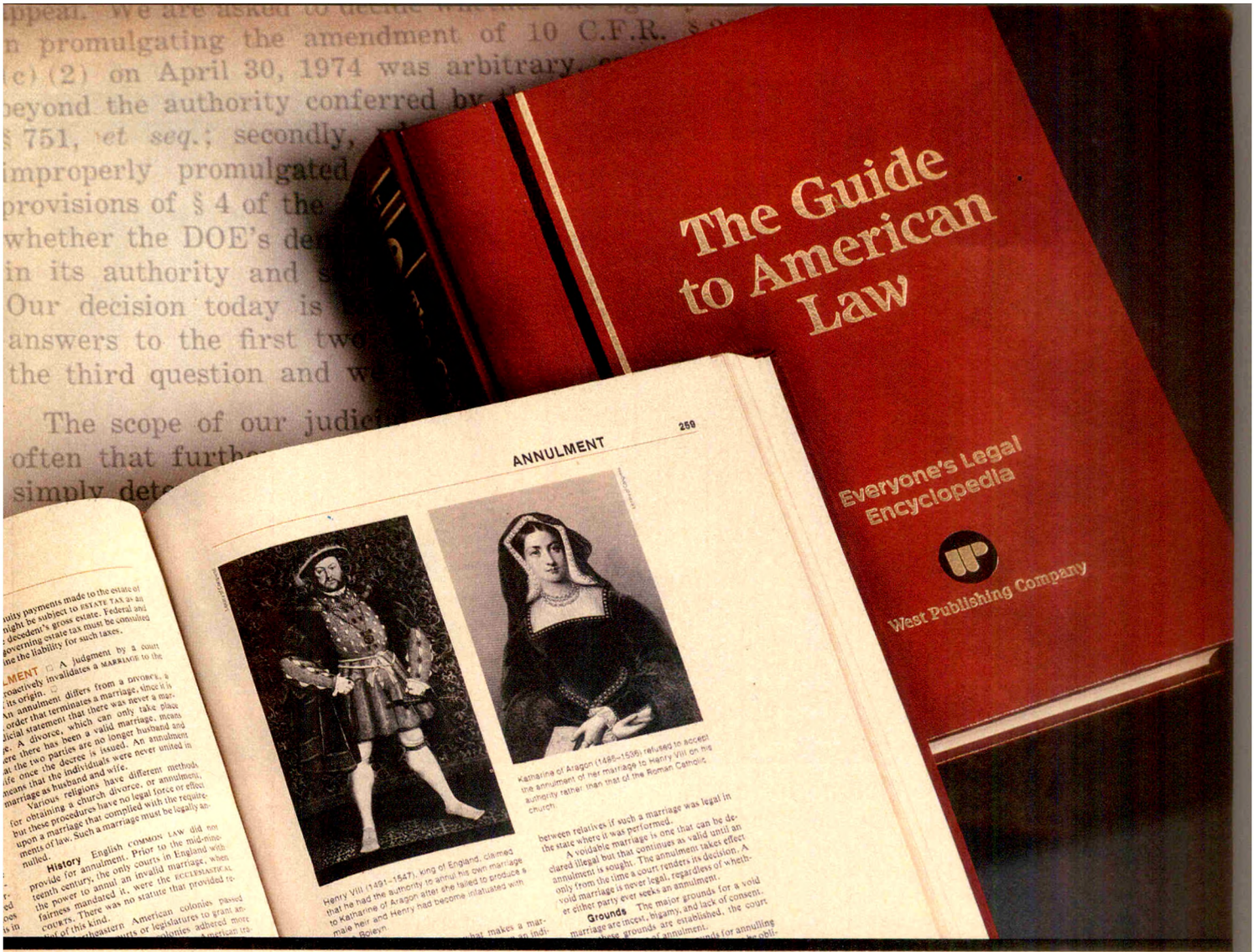
The same day Reagan addressed Jefferson Junior High, he announced that a schoolteacher would be selected to ride the NASA shuttle into space.

Why not a librarian? Everyone knows the answer to that one: Librarians are already weightless in the orbits of influence.

Right?

Only if you think so. Virginia Moore didn't, and look what happened. Thanks for phoning, Mr. President, and do call again.

—Art Plotnik



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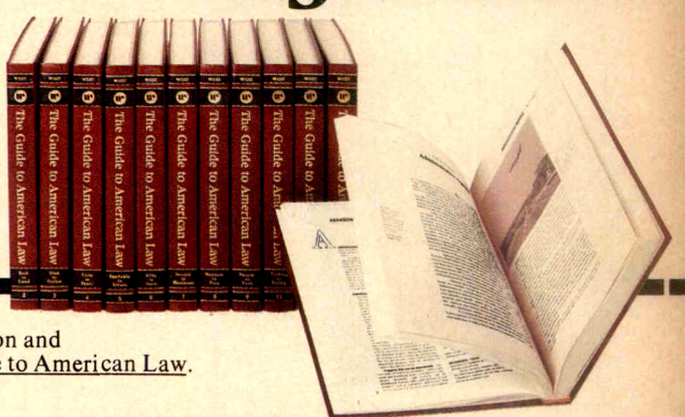

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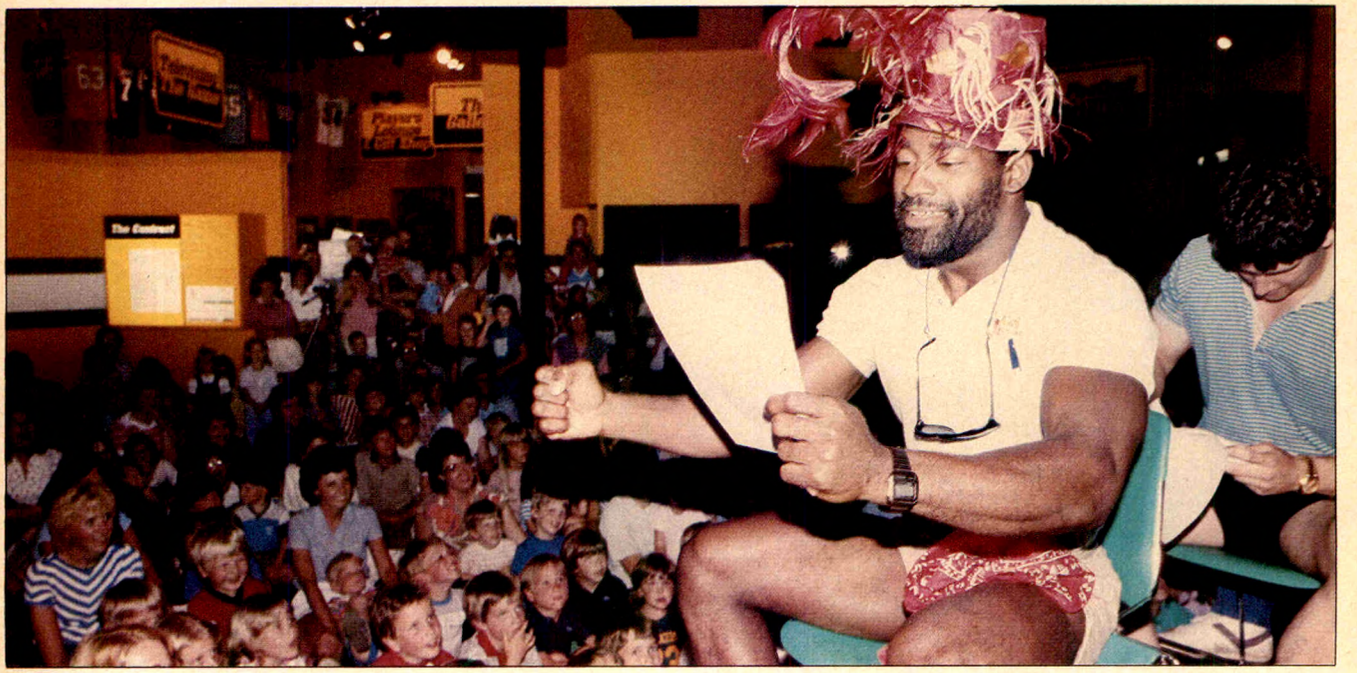


John A. Robb, *Green Bay Press-Gazette*

Packers become storytellers for a day

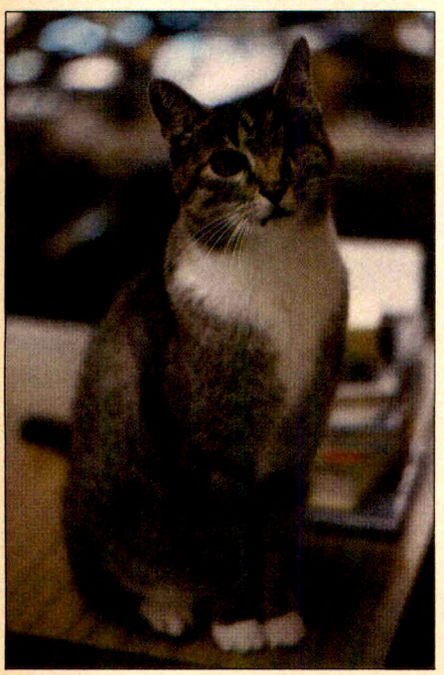
Wearing strange and funny hats, five Green Bay Packer players recently read and dramatized bedtime stories at the Packer Hall of Fame before an enthralled audience of more than 400 children and parents.

"It was definitely a family outing," said Suzie Effland, children's programmer for the Brown County (Wis.) Library, which cosponsored the event with the Visitor and Convention Bureau.

Defensive back Johnnie Gray played the role of a bus driver in "The Elephant on the Bus." In this story, the feathers on a lady's hat cause an elephant passenger to sneeze, which sets off a massive hat-switching among the other riders. Above, bus driver Gray ends up with the feathered hat.

Children's librarian Karen Prevetti, who trains the library's Treetop Storytellers—a reader's theater group of youngsters who perform upon request for community gatherings—put together the scripts and costumes for the five stories presented.

Among the stories performed was "Goldilocks and the Three Bears." Packers Gray, Tim Huffman, Larry McCarren, Ron Hallstrom, and Larry Rubens showed excellent sportsmanship as they donned such costumes as elephant ears, bonnets, and green pants to play their various roles.



One-eyed cat finds happiness

Jiggers, the one-eyed cat, has made her mark as an affectionate and playful inhabitant of the Porter Public Library in Westlake, Ohio.

"Jiggers belonged to a neighbor, but she has lost her wandering foot since she moved into the library about three years ago," librarian Kathleen Carnall said.

She calls the library mascot "an alert 14-year-old," but others guess her to be 10. Middle age and lack of claws don't discourage the adventurous feline from her favorite sport: chasing chipmunks and proudly bringing them back to the library to show off her conquests. "We hold on to her and let the chipmunk go," said Carnall.

"Jiggers is always easy to find," said Dede Winkel, Carnall's secretary. "She's following the flow of the public, for she loves people."

Call for color and reports

Though the editors continue to look for outstanding black and white photos to enhance this column, *AL* will now and then present a more colorful view of the library world.

For this purpose, 35mm and oversize color transparencies are sought. Though transparencies are preferred, color prints are acceptable. Ideally, pictures should be brightly lit and contain vivid colors. See film-package instructions for shooting under indoor lighting conditions.

AL seeks straight-to-the-point, human-interest picture stories for use in this column. Each should show at a glance how life in your library departs from the usual programs and events. Reports from schools and academic libraries are especially needed.

Please send an SASE for return of photos. Send picture stories and picture-story ideas to Edith McCormick.

Coloring parties brighten Houston campaign

At three evening coloring parties in late summer, an advertising club and library staff colored posters for the Houston Public Library's latest ad campaign: "Check Us Out. We've Got More Than You Think."

This was typical of the volunteer effort which netted the library more than $8,000 worth of donated services to develop and produce campaign materials. The entire library campaign was contributed by Ad 2 Houston, an organization of young advertising professionals.

At right, Katy Bomar (standing), public service director of Ad 2, offers some coloring suggestions to Florencio Briones, a delivery person for branch services, and media coordinator Mary Francis. Janie Arriaga, librarian of the Bibliographic and Information Center, works at left.

Anne Mashinic, public information officer, told *AL* that by the end of August 700 posters had been completed at the coloring parties. Some posters are in English; others, in Spanish.

Ad 2 focuses on promoting education and public service organizations such as the library and the American Cancer Society.

Cartoon-like graphics appear along with the slogan on advertisements, fliers, branch fact sheets, and the posters. In addition to the print materials, five ten-second public service announcements will be appearing on local TV stations. Production time for the spots was contributed by the local CBS station.

Staff contribute to the Houston Public Library's latest ad campaign by coloring cartoon-like graphics on some 700 posters.

Twins mark total of 78 years at Norlin Library

By the end of this month, twins Martha and Marie Campbell will together have logged 78 years on the staff of Norlin Library, University of Colorado at Boulder.

The university honored Martha during a reception for long-term employees in February, and Marie will be similarly feted this fall. Both began as student assistants in 1945.

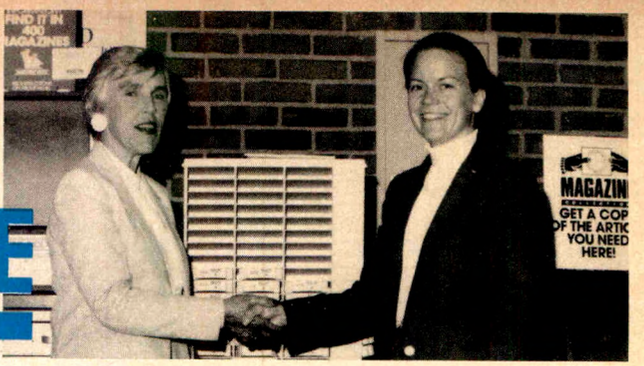
Library Director Clyde Walton, pictured at left with Martha in pink and Marie in blue, commented, "Without people like them, we couldn't operate successfully."

Martha has worked as a technical assistant in the Government Publications Department since 1945. She said that Ellen Jackson, who headed the department from the '40s until her death in 1965, most inspired her work. "She was very dedicated and knew the document field thoroughly."

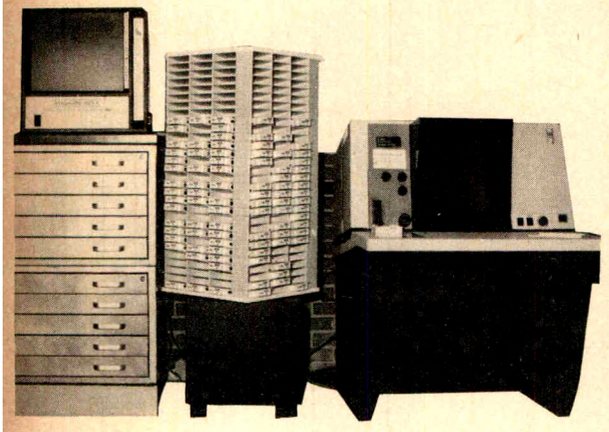
Marie, who currently assists the Periodicals Department, worked 29 years in the Education Library until it was discontinued in 1979. She credits Mary Louise Lyda, now retired, with instilling a sense of service in all her employees. "She *cared* about the students and faculty," Marie said.

Martha and Marie agreed the greatest changes they've witnessed are campus growth and automated circulation. Marie told *AL*: "In the 40s I knew all the professors by name, but now our department doesn't check out materials to them. When professors wish to take periodicals, we refer them to the reference desk. I guess that's part of growth, though."

BLOOMFIELD LIBRARY WINS REFERENCE NETWORK GRAND PRIZE



Suzanne Sutton, Director, Bloomfield Hills Public Library, Bloomfield, Michigan, receives her state-of-the-art reference system from IAC VP-Marketing, Blodwen Tarter.



As the Grand Prize Winner in the IAC $77,000 Reference System Giveaway at ALA Dallas, Ms. Sutton was presented with a complete, state-of-the-art IAC Reference System. Bloomfield Library patrons now have new resources plus easier access to existing reference services.

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in the news

Postage stamp and NLW contest call for "A Nation of Readers"

"A Nation of Readers," a theme popularized by the Library of Congress Center for the Book, has also been chosen for a U.S. postage stamp and for National Library Week April 14–20.

ALA Past President Elizabeth Stone, chair of the NLW committee, recently announced a national photography contest focused on "A Nation of Readers."

The theme was first introduced in 1982 by Librarian of Congress Daniel J. Boorstin. "To have the benefits of a nation of readers, we must raise a citizenry who are qualified to choose their experience for themselves . . . and so secure the independence that only the reader can enjoy," he said. LC's Center for the Book has spread the message in its efforts to stimulate public interest in books and reading.

Independently, the Citizens' Stamp Advisory Committee recommended the stamp to Postmaster General William F. Bolger. Designed by advisory committee member Bradbury Thompson of Riverside, Conn., the vertical stamp is based on a Mathew Brady daguerreotype showing President Abraham Lincoln reading to his son Tad.

Both Bolger and Boorstin will speak at Library of Congress ceremonies Oct. 16, when the stamp will be issued. A commemorative stamp—as were the "America's Libraries" and "Library of Congress" stamps of 1982—"A Nation of Readers" will be available only for a few months.

Bolger, who has announced his retirement at the end of the year, told the weekly *Stamp Collector* of Aug. 20 that he also promoted a fourth stamp on reading and libraries honoring literacy leader Frank Laubach. The Laubach stamp, one of the Great Americans series, was issued in Benton, Pa., Laubach's birthplace, on Sept. 2 and will be available indefinitely.

"Frankly, we like to think of ourselves and we are, a very sophisticated country," Bolger told a *Stamp Collector* reporter. "But there's a large illiteracy problem in this country and nation. All these stamps have to do not only with commemorating these people and this type of activity but to make the people conscious—all the people of this country conscious—of the need to be reading."

Photo contest guidelines

The "Nation of Readers" National Library Week photo contest, Past President Stone believes, will bring all libraries across the country together in a grand celebration of reading and libraries. In announcing the contest, she recalled that local libraries have recently held NLW contests successfully. This year ALA encourages libraries to hold local contests and forward the first-place-winning photos to ALA for judging. The national winners will be announced at ALA Annual Conference in Chicago.

Amateurs of all ages may join the contest. Young people through twelfth grade will be judged in a youth class. Winners will be selected in the photographic categories of black-and-white and color, and the winning photos will tour the country. Prizes include cash awards. For complete rules and guidelines and a free promotion kit, write "A Nation of Readers" Photo Contest, Public Information Office, ALA, 50 E. Huron St., Chicago, IL 60611.

White House conference vets gear up for a second round

In preparation for the fifth annual meeting of WHCLIST, the White House Conference on Library and Information Services Taskforce, Chair Laura Chodos of New York requested a comprehensive update of progress made toward implementing the 64 resolutions adopted at the 1979 conference.

WHCLIST was originally elected by White House delegates to track the resolutions; it is composed of one layperson and one librarian from each state and territory. Under Chair Chodos for the last three years, the taskforce has developed into an action-oriented, high-spirited force.

Meeting Sept. 6–8 at the Orrington Hotel, just across the street from Librarian Don Wright's Evanston (Ill.) Public Library, some 60 library advocates were given copies of a 40-page, line-by-line progress report. The mid-decade review, described by Chodos as "the bible of our work," had been compiled by Bill Asp of Minnesota, Mary Alice Reszetar of the National Commission on Library and Information Science (NCLIS), Bruce Daniels of Rhode Island, and Eileen Cooke and Carol Henderson of the ALA Washington Office.

Alongside each lengthy resolution, the update lists actions taken to implement any part of it. A final draft of the review, which will provide factual background in planning for the proposed second White House conference on libraries in 1989, will be presented to NCLIS early next year.

WHCLIST delegates also received the fifth *Annual Report from the States*, compiled and published by the New York State Library and GladysAnn Wells, special assistant to the state librarian. Survey returns from 44 states, five trust territories, the District of Columbia, and the Indian nations indicated that literacy and adult education programs were statewide priorities in 25 states, public awareness continued to be a major area of interest in 43 states and territories, and friend's or citizen's library councils were active in 30 states and territories, Chodos reported.

Benton cites results

Charles Benton of Evanston, who chaired the 1979 conference and headed NCLIS in 1978–82, told WHCLIST delegates he had accepted a second term as NCLIS chair under President Reagan in order to help implement the White House conference resolutions. Benton said the progress report shows that the resolutions have succeeded in making both the national commission and the Library Services and Construction Act more responsive to public needs. Benton pointed out that NCLIS has either endorsed or established program areas relating to 33 of the 64 resolutions, and the pending law extending and expanding LSCA affects 22 resolutions.

WHCLIST V, programmed by Jim Marvin of Kansas and Don Wright, was titled

Lay-librarian combo succeeds

Inspired by the public awareness workshop at last year's WHCLIST meeting in Cheyenne, Wyo., members living in Region I, the Northeast, asked the Chief Officers of State Libraries in the Northeast (COSLINE) to replicate the model and raise regional consciousness. COSLINE agreed, and Region I reps Joan Reeves of Rhode Island, Dency Sargent of Connecticut, and Lucille Thomas of New York joined state librarians on the conference planning committee.

COSLINE and WHCLIST invited 120 librarians, friends, media people, educators, and other community leaders from 11 states to talk about "Effective Connections: New Roles for Library Supporters" at the Howard Johnson's Conference Center at Windsor Locks, Conn., Aug. 6–7. Speakers included ALA President E. J. Josey, Rep. Major Owens (D-N.Y.), and incoming WHCLIST Chair Barbara Cooper.

At WHCLIST V in Evanston, COSLINE conference Chair Barbara Weaver of New Jersey described the conference as successful and exciting. The participants "sharpened their skills in library advocacy, shared common problems and experiences, discussed national and local library issues, and went back to their states with new ideas, solid plans, and enthusiasm for action for libraries," Reeves said. She proposed that the COSLINE-WHCLIST conference serve as a model for other regions, spreading the WHCLIST mission nationwide.

"Toward a Nation of Readers: Literacy and Libraries." At a morning session, Jean Coleman, director of the ALA Office for Library Outreach, described the library role in combating illiteracy. Cheryl Y. Judice, executive director of the GRASP Adult Learning Center in Evanston, moderated a panel of local literacy leaders and introduced two happy new readers who testified that GRASP is accomplishing wonders. The center contracts with business firms to improve employee skills. In the final session, delegates resolved to coordinate their local schools, labor unions, extension offices, public libraries, and other special interests to achieve a coalition

Brazil's rubber-boom library dreams of restoring services

Special report by Richard F. Phillips

Entering the Biblioteca Pública de Manaus, a visitor is swept back some 90 years to the fabulous days of Brazil's rubber boom in the Amazon jungle.

The library, founded in 1866, moved into this palatial home in 1894, the same year the famous Manaus opera house was built. An ornate double staircase wrought of Glasgow's finest iron embraces the huge mahogany reception desk and winds upward to spacious second-floor drawing rooms.

Today the broken windows, inadequate wiring, weak floors, blistered paint, and a dilapidated exterior mirror the library's starvation-level budget.

Library Director Lucila Claudia B. Goncalves describes the library as *a toa,* aimlessly adrift. In its heyday, she says, some 90 percent of its users were students, but the state education department currently provides no support. The aging collection is in disarray and the few staff members can give little service to the 700,000 residents of Manaus.

No library board exists and the business community ignores the situation. Only the local Cultural Superintendent and the Institute of Child Well-Being display any interest.

All Brazilians have been suffering from a 200-percent inflation rate for several years, and the nation is staggering to meet interest payments on its huge foreign debt. A one-point increase in the U.S. prime interest rate costs Brazil $500 million without anything to show for it.

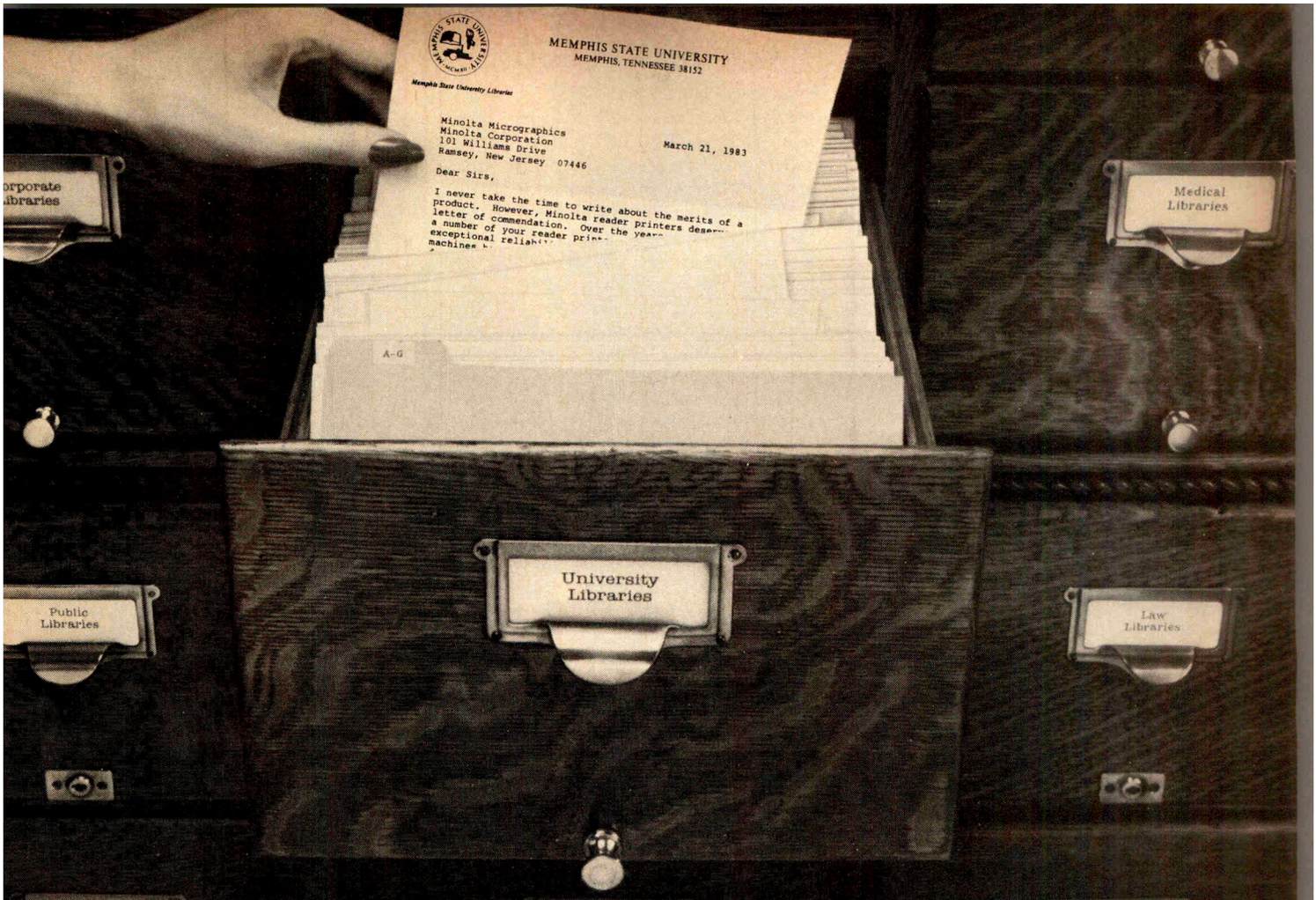
But on the streets of Manaus, residents excitedly talk of a fantastic gold rush which, they say, could create another boom. Latest figures show employment up in the country's industry, and Manaus, an economic free zone, is attracting worldwide investment in electronics and manufacturing. Tourism may come next.

Goncalves hopes economic recovery will bring a *reforma* to the library. The great building could be restored, she says, and a book and materials budget created. Library branches could be set up in the child well-being centers that exist throughout the city. Goncalves even envisions book boats to extend services throughout the sprawling Amazon region.

Inside the once-grand Manaus library, a receptionist waits for patrons.

Outside, new buildings rise, traffic clangs, and residents talk of economic recovery —while the library building deteriorates.

Richard F. Phillips, a cataloger at the University of Florida Libraries, served as a Peace Corps volunteer in Brazil in the early '70s. He recently visited Manaus on a Tinker Foundation grant.



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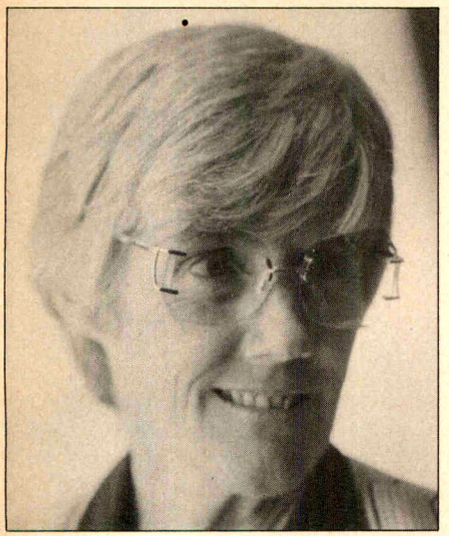
working for literacy.

Most WHCLIST actions, however, concentrated on the second White House conference on libraries. The delegates commended Sen. Claiborne Pell (D-R.I.) for announcing in Congress Aug. 3 that he intends to introduce legislation calling for the 1989 conference. The delegates formally asked NCLIS to take the responsibility for the conference and include WHCLIST reps on the preliminary design and advisory committees. They resolved that state conferences should again precede the national conference and that Congress should authorize funding.



Laura Chodos of New York completes three years as chair of WHCLIST.

WHCLIST members, who belong to more than 200 organizations and have listed them in a directory, hope to involve other groups in planning the 1989 conference. In Evanston the delegates voted unanimously to invite representatives of such other groups as the League of Women Voters, the Advertising Council and Federation, and ALA to join in a "Committee of the Whole" at the sixth WHCLIST meeting next September.

Incoming Chair Barbara Cooper of Florida told *AL*: "We want to open up and build new connections to get grass roots support for the 1989 conference. We want to reach out to all agencies that might be expected to have an interest." —*L.R.P.*

School library advocates challenge Reagan remark

"I attended six elementary schools myself and one high school, and in none of them was there a library. I think the facilities aren't nearly as important as the humanity in the facilities. But I find this quite sufficient in view of what I learned myself," President Ronald Reagan told incoming seventh-grade students, parents, and faculty at Jefferson Junior High School in southwest Washington, D.C., Aug. 27.

Reagan's informal remarks, intended to reassure students concerned about the age of their school, aroused library advocates across the nation. "Where has Reagan been these last 60 or so years?" asked Bettie Day, President of the American Association of School Librarians. (See box next page.)

At the Sept. 6–8 White House Conference on Libraries and Information Services Taskforce meeting in Evanston, delegates expressed anger at the statement, but tabled a resolution opposing it.

The *Pocono Record* of Stroudsburg, Pa., published the opinions of local educators: "I don't know where the president went to school," said Pleasant Valley School District Superintendent John Nye, "but this is 1984 and we're living in a high-tech society." He feels adequate facilities, including good libraries, are essential to a good education.

Curriculum Administrator of the Stroudsburg School District Russell Treible wondered what happened to all Reagan's school classmates. "He, obviously, was successful, but I wonder if others who attended those schools had the initiative to take advantage of the library materials when they became available." Treible considers the school library the most important element of the educational facility.

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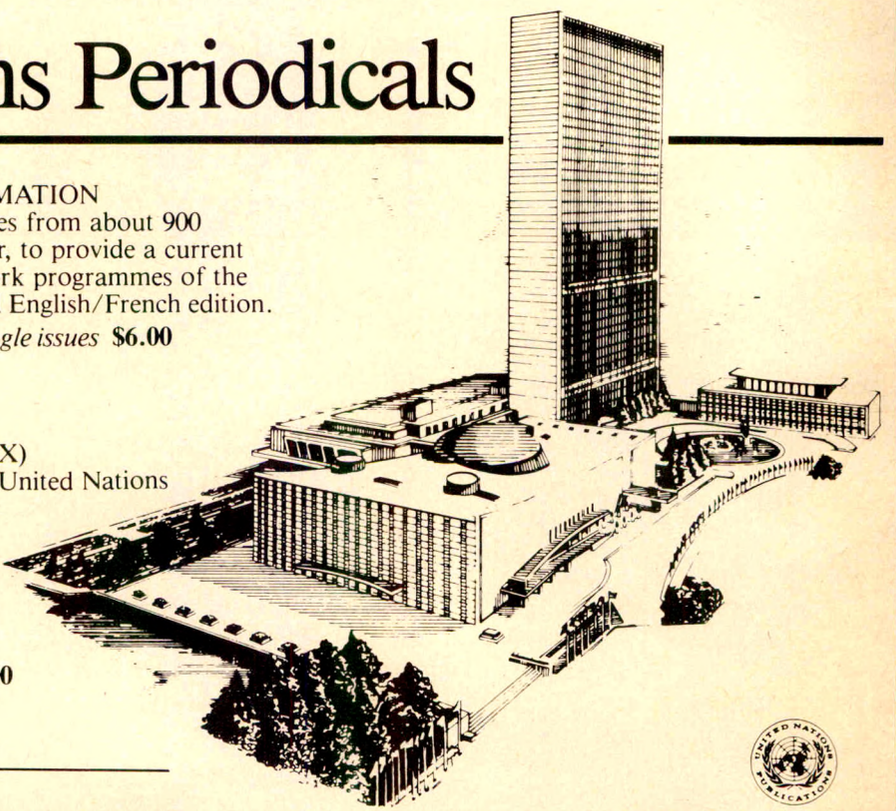

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A school librarian takes issue

"Ronald Reagan's comments about school libraries are certainly indicative of a very narrow and traditionalist point of view of education.

"Where has Reagan been these last 60 or so years? Does he still perceive a school library as a room with four walls and a few books? Where has Reagan been during ESEA Title II, ESEA Title IVB, and the Block Grants Program of the last two decades?. . . .

"Reagan should visit a few of the 88,000 library media centers in the public and private schools of America; view them in action; see how school library media specialists, resources, and a skillfully developed library program mesh together to meet the individual needs of all—the gifted and the learning disabled, the disadvantaged and the affluent, and the so-called 'average student.'

"It is the school library media center where students explore and expand their knowledge beyond that of traditional textbook learning. They use a variety of print and nonprint materials, including computers. School libraries help prepare students for this information technology world. . . .

"Ronald Reagan should read ALA's *Realities* and the Department of Education's *Alliance for Excellence* and become enlightened about school library media centers. Expand your horizon, Mr. President!"—*Bettie Day, President, American Association of School Librarians, and Coordinator, Library and Resource Center Services, County Superintendent of Schools Office, Santa Barbara, Calif.*

Minudri and Sager to run for '86-'87 ALA presidency

Regina U. Minudri, director of library services, Berkeley (Calif.) Public Library, and Donald J. Sager, city librarian, Milwaukee (Wis.) Public Library, have been selected by the American Library Association Nominating Committee as candidates for the presidency in the 1985 elections.

Nominating Committee Chair Thomas Alford, city librarian of Los Angeles, and committee members Sul H. Lee, Suzanne J. LeBarron, Patricia Mautino, and Ilse Moon, call attention to Bylaws/Article II, Section 3 (b), permitting Council members to propose additional nominations by presenting petitions signed by not fewer than 25 Councilors.

The committee's full report will be published in the November issue of *AL*.

Membership hits new high

Membership in the American Library Association reached a record high of 39,477 at the end of the 1983-84 fiscal year Aug. 31. The grand total topped the 39,124 recorded on Aug. 31, 1983, by 353.

Personal members in August 1984 numbered 36,554, an increase of 453 since last year. Organization memberships, at 2,393, decreased by just 93. Associate Executive Director Ernest Martin reported that 86.7 percent of the previous year's members renewed their memberships.

news in brief

Stabbing victim will return to job. Three weeks after being stabbed by a disturbed patron, reference librarian Linda Feldman was still weak but determined to return to her desk at the Chicago Public Library Business, Science, and Technology Department by October. At CPL, her colleagues were attending their first workshops on the problem patron.

Feldman, 29, had been knifed in the abdomen Aug. 23 by a man seeking a book

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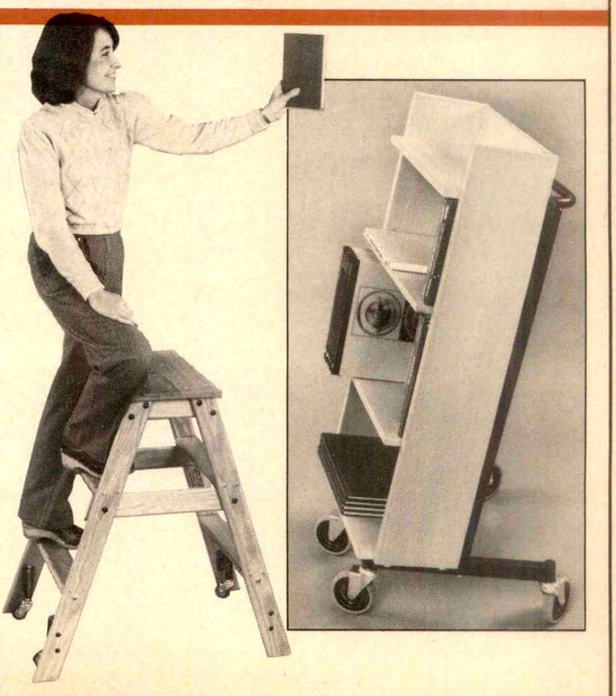


on alchemy. The assailant, a familiar figure in the library, created a disturbance as Feldman searched the microfiche catalog. He attacked her with a 5½-inch-knife when she told him she would have to call a guard. Another patron held the man at bay until help arrived.

Library employees immediately demanded more protection. Commissioner Amanda Rudd said City Hall paperwork had stymied the hiring of additional security guards.

At a library board meeting Sept. 11, Labor Librarian Kathleen Prendergast, president of Local 1215, American Federation of State, County, and Municipal Employees, requested that 45 new guards be hired at once and that all present guards receive adequate training.

The board announced it would examine the total security setup at the library and alter the guards' uniforms to make them look more authoritative. The board president agreed to try to get city officials to exempt the library from a municipal budget freeze on hiring scheduled for Sept. 15. The board also said the library would begin staff workshops on the problem patron in a few days.

Prendergast termed the board response "completely unacceptable." She told *AL* that two years ago the union's offer to conduct security classes for all staff members after hours had been rejected.

$600,000 gift tops Tulsa goal. A donation of $600,000 to the Tulsa (Okla.) Library Trust endowment fund has enabled the library to surpass its fundraising goal of $2 million. The gift – the largest single contribution ever given to the Tulsa City-County Library – was donated by Donna and Roger Hardesty, owners of The Hardesty Company, a Tulsa real estate firm. In gratitude for the gift, Tulsa's library commission has named the system's largest regional library the Donna and Roger Hardesty South Regional Library.

The Hardesty donation was made in response to a $250,000 challenge grant awarded to the library by the National Endowment for the Humanities. To receive the full award the library has to raise at least $750,000 in new or increased contributions by January 1987. Interest from the endowment fund is used to improve existing library services and to develop new services.

NYPL unit restores hours. Thanks to a grant from the National Endowment for the Arts and a private gift totaling $70,000, the New York Public Library's Performing Arts Research Center will increase its hours of service. For the first time in a decade the Lincoln Center facilities will open three mornings a week at 10 a.m. and will remain open until 8 p.m. two evenings a week – a 15-percent increase in the building's hours.

QUICK-Bibs: New and recent books on a timely topic

Bill Ott, compiler

SCIENCE FOR THE PEOPLE

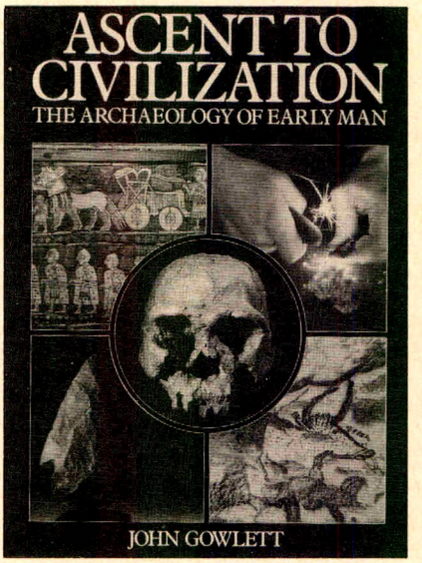
Traditionally, science and art have coexisted about as well as the Hatfields and the McCoys. The uneasy alliance between the two disciplines may explain why so many attempts to write about science for general readers have resulted in either oversimplification or terminal cuteness. With the 1979 publication of Douglas Hofstadter's *Godel, Escher, Bach,* however, popular science writing came of age. The success of recent works by John McPhee, Stephen Jay Gould, and many others has shown both that scientific subjects can attract popular audiences and that today's science writers are capable of being intelligent and entertaining at the same time. The following titles, all published within the last year, are further proof that science writing is thriving as never before.

Christianson, Gale E. *In the Presence of the Creator: Isaac Newton and His Times.* Free Press, 1984, $27.50. (0-02-905190-8, 83-49211)

Finally there is a book for anyone who has ever wondered what Isaac Newton was up to with all those apples. This absorbing study explains Newton's theories in a manner that lay readers can understand (well, almost), and reveals the scientist's obsessive, deeply troubled personality.

Durrell, Gerald and Durrell, Lee. *The Amateur Naturalist.* Knopf, 1983, $22.50. (0-394-53390-9, 83-47940)

Veteran naturalist Durrell and his wife show us what to look for and how to find it in a variety of natural settings—meadows, woodlands, and your own backyard. The authors' unerring way with an anecdote makes this lavishly illustrated volume as entertaining as it is informative.



Gowlett traces three million years of human presence on earth.

Gowlett, John. *Ascent to Civilization: the Archaeology of Early Man.* Knopf, 1984, paper, $14.95. (0-394-72266-3, 83-48713)

With the help of marvelously detailed, visually alluring illustrations—diagrams, maps, photos—Gowlett surveys the grand sweep of human evolution, from early signs of humanity through the advent of bipedalism to the first, tentative gropings toward civilization.

Gribben, John. *Schrodinger's Cat: Quantum Physics and Reality.* Bantam, 1984, paper, $7.95. (0-553-34103-0)

The mysteries of quantum theory unlocked by a cat? Not quite, but Gribben's attempt "to make the difference between the quantum world and the everyday world clear" is an ideal primer for those befuddled by subatomic particles.

Karlen, Arno. *Napoleon's Glands: And Other Ventures into Biohistory.* Little, Brown, 1984, $15.95. (0-316-48319-2)

Did Napoleon's plethora of physical problems affect his career? Did Goya's lead poisoning influence his art? Karlen's speculative work of "biohistory" explores these and other intriguing questions with an appealing mix of science and conjecture, historical research and scholarly gossip.

Lightman, Alan P. *Time Travel and Papa Joe's Pipe.* Scribner, 1984, $12.95. (0-684-18112-6, 83-27142)

Lightman's ability to express scientific principles in the terms of daily life will remind readers of Stephen Jay Gould (*The Panda's Thumb,* et al.). Who'd have believed, for example, that one could discover the basic laws of physics while admiring a pas de deux?

Luria, S.E. *A Slot Machine, a Broken Test Tube.* Harper, 1984, $17.95. (0-06-015260-5, 83-48366)

This autobiography of a Nobel-Prize-winning virologist offers a refreshingly human glimpse of life in a medical research lab. Luria discusses not only his groundbreaking work on bacteriophage and DNA, but also his involvement in various political causes.

Smith, Anthony, *The Mind.* Viking, 1984, $16.95. (0-670-47648-X, 83-47935)

From evolution to anatomy, from speech to memory, Smith explains all aspects of the human mind and its functions. This entertaining yet substantive treatment of an obviously complex subject speaks to the general reader in a tone that is neither condescending nor pedantic. □

***Bill Ott,** who writes this column freelance for* American Libraries, *is books-for-adults editor of ALA's* Booklist *magazine.*

The solution to your financial woes may be staring you in the face.

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Catherine Carter Critcher *Indian Women Making Pottery*, oil on canvas, 39⅞ x 37¼ in.
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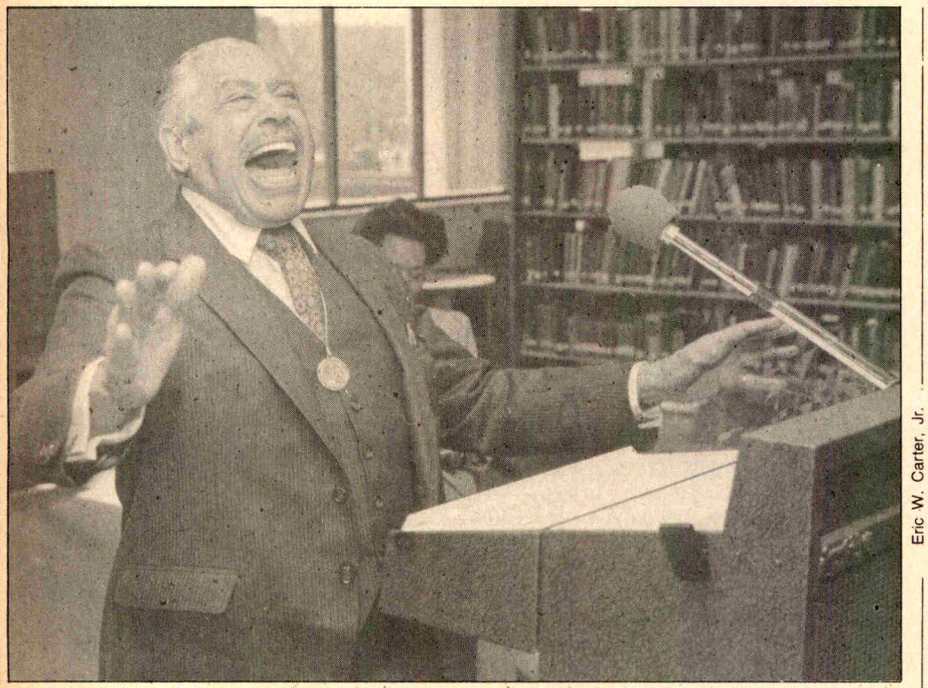
The National Endowment for the Humanities is eager to fund FY '85 library projects



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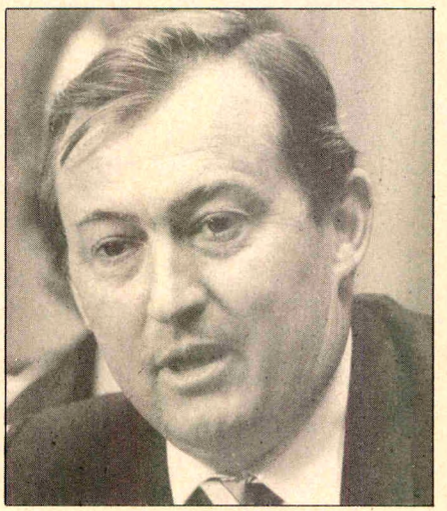

Among many spirited and culturally diverse NEH-funded library programs was a lecture and performance by Cab Calloway (top) on "Perspectives in Black American Music," March 1983 at the Fisk University Library, Nashville, Tenn. At Sonoma (Calif.) State University, the Ruben Salazar Library and the Office of Extended Education used NEH funds for a series on Indochinese cultures in California called "New Roots in American Soil." A Santa Rosa, Calif., schoolgirl born in Laos (above, left) was one of 24 performers of traditional dances of Cambodia and Laos at one program. Anthropologist Richard Leakey (right) keynoted the first program of "Perspectives on Our Past," an NEH-funded series at Lewis and Clark College Library, Portland, Ore., that explored the human presence in the Pacific Northwest from prehistoric times.

by Lois R. Pearson

Cab Calloway demonstrated his hi-de-ho style during a public lecture at Fisk University Library. . . Some 2,000 Central Valley residents participated in an all-day discussion of "Hill People in the Valley: Hmong and Mien Refugees in Merced, California" at the Merced College Library. . . Rural Vermonters gathered to talk about "Women in Literature" at the Montpelier Public Library. . . Devotees of Baker Street attended a two-day conference on "The Adventures of Sherlock Holmes in Minnesota" at the Radisson Metrodome in Minneapolis.

All these events occurred within Humanities Projects in Libraries programs recently funded by the National Endowment for the Humanities General Programs Division. That division is only one of many NEH grant-awarding entities: the endowment also awards funds through its research, education, state, and fellowships and seminars divisions and the NEH challenge and planning and policy assessment offices.

When Congress created NEH in 1965, it declared that "the term 'humanities' includes, but is not limited to, the study of the following: language, both modern and classical; linguistics; literature; history; jurisprudence; philosophy; archaeology; comparative religion; ethics; the history, criticism, and theory of the arts; those aspects of the social sciences which have humanistic content and employ humanistic methods; and the study and application of the humanities to the human environment with particular attention to the relevance of the humanities to the current conditions of national life." Congress added that the endowment also supports programs using humanities disciplines to study the societal implications of science and technology.

The thousands of programs funded by NEH since 1965 have brought kudos and criticism. The *New York Times* once ac-

cused NEH of funding "artistic circuses," and librarians among others have been charged with contriving trivial programs to obtain funds. Most recipients, however, extol the benefits of NEH library programs. Ruth Hafter, director of the Sonoma State University Library and the Indochinese Cultures Project, says NEH gives libraries and librarians a wonderful opportunity to reach out to their communities and develop new resources for them. Susan Goldberg, deputy director of the Tucson Public Library, declares that NEH projects have changed the library's image (see box below).

Next deadline March 8

Former library administrator Thomas Phelps is senior program officer for the NEH Humanities Projects in Libraries. Phelps wants more librarians to submit program proposals and share in the $3 million authorized by Congress for FY 1985. The next deadline for proposals is March 8; projects may begin as early as next September and cover one or two years.

"Libraries are a natural setting for the interpretation of literature, art, or other cultural works, or presenting an analysis of major historical events, figures, or ideas. What institution could do it better?" asks Phelps.

"Libraries have the resource materials for study and for learning. Humanities programs in libraries could increase the appreciation and use of library collections by the more than 130 million adult Americans," he adds.

Phelps welcomes proposals from all types of libraries serving adults—public, community college, university, and special. Many winning projects include libraries of several types: the Fisk University Learning Library Program on the Black American Experience, for example, was

How to write a winning NEH proposal

by Susan Goldberg
Deputy Director, Tucson Public Library

Since 1978, the Tucson Public Library has won National Endowment for the Humanities grants totaling nearly three-quarters of a million dollars for projects titled "The Sonoran Heritage"; "Tracking the 21st Century: Science, Technology, and Human Values"; and "Writers of the Purple Sage."

The projects have contributed to increased attendance at programs, greater use of resources, higher respect, and a more exciting image in the community. (Voters recently approved a $15.9 million library bond issue.) Residents, including university people, now look to us not just for books but for information in a variety of forms.

Putting together a humanities proposal is hard work, but gives librarians an opportunity to be creative and expansive. These suggestions may help you write a winner.

1. Study the NEH "Grant Program Guidelines and Application Instructions" before you start. Determine the support category for which you are applying and make sure you fit the eligibility requirements. *Underline* the elements required in the application narrative and application format sections. Be sure to understand what is required of your library, the sponsoring institution, before beginning the proposal. *Double underline* the deadline for applications, making certain to note the day the application is due in Washington, D.C., not at your local P.O.

Writing a proposal takes lots of time and resources so don't wait until the last minute. As you write, check the guidelines to make sure you are including all the necessary parts of the narrative. Plan on at least three weeks from the first draft to the final product, and, if possible, use a word processor!

2. Keep in contact with NEH from the idea stage through the drafting of the proposal. Program Officer Tom Phelps reacts to your ideas, offers advice and support, and helps you keep the project within the guidelines. He can also advise on budget and make cost-sharing suggestions.

Phelps can also give you the names of project directors who can send you copies of winning proposals. Reading proposals can give you ideas on organization, content, budget format, and staffing.

3. Focus on the NEH definition of the humanities and determine how your project relates to the humanities. The humanities content must be clearly defined as a major goal for your project.

4. Seek advice from humanities scholars on your local college or university campus. Make appointments with faculty friends or chairpersons in the appropriate departments, such as English, history, or anthropology. Explain your project and ask for help in developing themes, finding resource people, putting together an advisory board, and recommending background sources. In most cases, faculty members are pleased and flattered to be consulted and are willing to help; many universities are looking for ways to reach out to their communities, and your project might be the perfect vehicle. Humanities scholars can also help you define the project's humanities content.

Collect your scholars' vitae and supporting letters from the departments and institutions with which you are working to include in the proposal appendix.

5. Contact your state humanities council. Humanities councils can be a font of information and advice. Staff can refer you to scholars and institutions who might like to cooperate on your project. Staff members can also suggest resources, advise on budget, and might, in some cases, be willing to fund parts of your project.

6. Write in clear, simple prose. Avoid library and other jargon and meaningless catch words of the moment, such as process, linkage, network, and innovative. Your proposal will be reviewed by people from a variety of fields and language familiar to some is gobbledegook to others.

7. Be specific. Your plan of action should answer the questions who, where, when, why, and how the program elements are organized. Include themes, program examples, names of resource people and presenters, and a detailed timetable.

8. Budget realistically and accurately. As you write the proposal, put the budget together so that you can keep track of what items you will need and what staff is necessary. Include in-kind match and cost-sharing figures that represent your library's commitment to the project. Get accurate estimates of what it costs to hire a secretary, print a poster, rent equipment and space. Make sure your library cost-sharing figures really reflect all the time, staff, space, and other items or services that will help make your project work. Don't underestimate your in-kind match—producing a project always takes more time than you anticipate.

9. Enjoy the fruits of your labor—the funded project. Or, if at first you don't succeed, try, try again! □

cosponsored by the Public Library of Nashville and Davidson County. The college and public libraries of Merced, Modesto, Stockton, and Santa Rosa participated in the Sonoma State University Indonesian Cultures Project.

The endowment encourages applicants to consider new themes, test innovative ideas for presentation, and seek projects that can serve as models.

Librarians who wake up one morning with ideas for adult programs using humanities materials in their collections should call Phelps right away, he says. The number is 202-786-0271. A former deputy director of the Salt Lake City Public Library, Phelps offers free consulting service on library programs. If he thinks your idea is a loser, he will say so, kindly. If it sounds promising, he will encourage you to develop it and he and other program officers will coach you in writing the proposal. Phelps and his colleagues will reassure you as the proposal goes through the peer review process. If your proposal doesn't make it this year, they may suggest you rework it and reapply.

For several years the number of library proposals has been waning, Phelps says. He believes librarians might have been discouraged by the 1982 merger of Humanities Projects in Libraries with other projects within the Program Development section. Fewer proposals were received so less money was appropriated for FY 1983 and 1984.

In FY 1981, before the merger, Phelps says the Humanities Projects in Libraries office attracted 78 proposals, of which 44 were awarded $3.3 million. In FY 1982, when the library program was being merged with others, only 53 proposals were received and 25 were awarded $625,000.

In 1983, when the merger was completed, only 27 proposals came in. Fourteen were supported with $1.7 million. Of that total, $.9 million was awarded to "Let's Talk About It," the national reading project sponsored by the ALA Association of Specialized and Cooperative Library Agencies (*AL*, Dec., p. 698).

In FY 1984, only 37 proposals were received and 20 funded at $2.76 million. ASCLA's "Let's Talk About It" won an additional $500,000 in supplemental support extending it until Sept. 30, 1986.

Awards for currently funded library projects generally range from the $15,000 planning grant awarded to the Elmhurst (Ill.) Public Library for "Cultural Heritage: Tools for Understanding Germanic Traditions" to the $199,421 granted to the Cleveland Public Library for an interdisciplinary program to analyze Cleveland's cultural heritage from the Civil War to the Great Depression.

Write for guidelines

This year Humanities Projects in Libraries was reestablished as a distinct office in the NEH General Programs Division. New guidelines are being written for publication Nov. 1. To receive a copy of the guidelines, phone or write Thomas Phelps, Division of General Programs, National Endowment for the Humanities, 1100 Pennsylvania Ave., N.W., Washington, DC 20506.

ASCLA's "Let's Talk About It"

The total of $1.4 million awarded to ASCLA for its three-year "Let's Talk About It" project was the largest grant ever made by his division, Phelps says, and cannot be compared with one-library programs. It will enable 300 public libraries throughout the country to present humanities-based reading and discussion programs exploring contemporary themes. Groups will meet every other week for 10 weeks to discuss five books.

The project advisory committee has chosen six themes: work, family, ethnicity, children's literature, best-selling novels, and citizenship. Brochures containing an introductory essay, recommended titles, and an annotated bibliography are being developed for each theme, along with a promotion kit and poster.

In April and September the ASCLA project held regional training workshops in Wisconsin and California for state teams representing the state library, library association, humanities council, and the humanities community. The third workshop will be held in West Virginia in November.

The project recently announced its first grants to sponsoring teams. The Indiana State Library, the Minnesota Association of Library Friends, the Mississippi Library Association, the State Library of Ohio, and the Wisconsin Library Association will each receive up to $18,000, and the Delaware Division of Libraries and the Arkansas Library Association will receive technical assistance awards to sponsor programs in their states.

At the "Let's Talk About It" training workshops, advisory committee member Pat Bates is introduced as the "mother of the reading-discussion group." In the early '70s, Bates had suffered from "culture shock" when she moved with her husband and three children from Bryn Mawr, Pa., to Rutland, Vt. Over coffee in her kitchen one day, she and some new friends formed a biweekly reading-discussion group which is still meeting.

NEH program officer Thomas Phelps welcomes proposals from all types of libraries serving adults—public, community college, university, and special . . .

Librarians who wake up one morning with good ideas for humanities programs should call Phelps quickly.

As program director at the Rutland Free Library in 1975, she began organizing humanities projects with a book-discussion component. Several years later, backed by a grant from the Vermont Humanities Council, she organized a reading-discussion program on "Women in Literature."

The idea caught fire in New England, where winters are long. In 1980–82 Bates directed an NEH project involving discussion groups on "Women in Literature," "Myths in Marriage," and "Vermont Writers" at 40 Vermont libraries. Last July she completed a second two-year NEH project centering on the theme "The Quest" in 50 libraries in New Hampshire and Massachusetts.

In August, Bates began her third two-year NEH project. Titled "Readings in American History, 1780–1900," the $130,000 project will spread to 30 libraries in rural Vermont and neighboring New York State.

The thousands of men and women who have participated in her programs have convinced Bates that people are eager to read books and discuss issues. In the June-July *Dartmouth Alumni Weekend* she declared, "We must study the past to have a future. When I see people doing that through literature, I know there is hope for the world." □

action exchange

Libraries stock bags, pencils, and cats

Q. Where can we purchase sturdy containers, with handles, in which to circulate framed art prints? Our experience with boxes from several suppliers are that the handles break or the box is too contained. ***Lois Wood, Audiovisual, Bloomington Public Library, 205 E. Olive, Bloomington, IL 61702.***

A. Some of the boxes our staff members made 20 years ago are still circulating, but the process was too expensive. We experimented with Brodart boxes but they didn't work out for us. Now we are using canvas bags and patrons and staff like them. The bags may be ordered in four sizes from M&M Bags, POB 40006, San Diego, CA 92104 (619-299-0915). *Genene Anderson, Head, Arts and Audiovisual Division, Rockford Public Library, 215 N. Wyman St., Rockford, IL 61101.*

A. We've been circulating art prints successfully for 20 years without wrapping them. Many are too large for packaging, and the patrons just carry them out underneath an arm. If a print or frame were damaged, the patron would be responsible, but this hasn't happened. *Connie Tiffany, Assistant Director for Public Services and AV, Iowa City Public Library, 123 S. Linn, Iowa City, IA 52240.*

Q. What public libraries have installed stationery-supply vending machines for patrons? Do you lease, rent, or purchase outright from a vending machine company or an office supply company? What items are stocked? Does the machine pay for itself? How have patrons and staff reacted? ***Ann G. Brouse, Head, Technical Services Dept., Steele Memorial Library System, One Library Plaza, Elmira, NY 14901-2799.***

A. Four years ago we purchased a pencil machine from Dur-O-Lite, Inc., of Melrose Park, Ill., for $75. It holds 300 no. 2 pencils, which we purchase at $15.50 per hundred and sell at 25 cents each. Patrons buy 50 to 60 pencils a month, and we've had few problems. *William Galaway, Adult Services Librarian, Arlington Heights Memorial Library, Arlington Heights, IL 60004.*

Q. We want to add a library cat to our staff and would like to hear from libraries with feline staff members. How do you deal with allergies? Please share your advice, problems, and comments. ***Carla Bryan, City Librarian, Duncanville Public Library, 103 E. Wheatland Rd., Duncanville, TX 75116.***

A. When we moved into our new library two years ago, we decided it would be nice to have two cats (one would get lonely) and name them Baker and Taylor. After Assistant Director Jan Lauch and I purchased Baker from a Scottish Fold breeder we told the Baker & Taylor representative here. He said he'd buy Taylor and have the library cats photographed (*AL*, June, p. 424). Now librarians from all over the country drop by to see our famous poster cats.

Baker and Taylor, both altered males, have given us no

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problems, although one of them does shed a lot of hair. They spend most of their days in the library and sleep in a storage room at night. If a visitor mentions an allergy, we put the cats in the back room. Most people love them. *Yvonne M. Saddler, Director, Douglas County Public Library, 1625 Library Lane, Minden, NV 89423.*

Q. Do any libraries use cordless telephones at the reference desk? What has been their experience? *Susan Kheel, Head of Reference and Information Services, East Brunswick Public Library, Two Jean Walling Civic Center, East Brunswick, NJ 08816.*

A. Many librarians seem to be afraid to use the cordless phone, but we've used one constantly for more than a year and found it works! It's an effective device and you can get a good one for under $300.

As I suggested in "Cordless Telephones: Extending Reference Services" in the Summer 1983 *Library Hi Tech*, p. 21, you should invite several suppliers to test their products in your library to see which works best. Every building contains obstructions to radio phone communication and some models will work better than others. You should also check for other cordless phone users in your immediate area to be sure the frequencies don't overlap. We have only two other cordless phones on the campus so frequency overlap isn't a problem. *Brian Alley, University Librarian, Norris L. Brookens Library, Sangamon State University, Springfield, IL 62708*

Over to you

1. I am interested in physical environments in libraries and would like to know if any library has tried playing classical music during working hours in both public and nonpublic areas. How did staff and patrons accept it? (Ohio)

2. To what extent do business people consider the quality of public library services when making decisions about locating in a new area? (Ore.)

3. Have any public library studies been done on patron use of microfilm COM catalogs vs. microfiche COM catalogs as a replacement for public card catalogs? What are the advantages and disadvantages? (N.Y.)

4. Are any school libraries or school districts using library advisory committees to create public awareness and support for school media programs? (Ind.)

5. Have any medium-sized public libraries (about 170,000 volumes) using OCLC and CLSI abandoned the shelflist catalog? What's been the impact if you have, or how do you justify maintaining the shelflist if you have not? (Wis.)

Please send replies to Action Exchange

ACTION EXCHANGE welcomes your typed questions and answers. Q's and A's become American Libraries property and may be edited. Please include your name, address, and position. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

American Libraries encourages signed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or will be edited to fit space; longer contributions may be submitted to the "On My Mind" department.

Gratitude and consternation

I WRITE TO EXPRESS BOTH GRATItude and consternation: gratitude to Ed Holley for his spirited defense of the accredited MLS degree in the Merwine Case (May, p. 327–30) and consternation at the decision of the ALA Executive Board not to act in defense of the profession's accepted credentials.

It is mind-boggling to contemplate how the Executive Board members justified their decision in the Merwine Case at the same time that ALA was involved in an extensive and costly effort to prevent the Reagan administration from downgrading the educational standards for professional librarians in the federal service.

Rather than adhering to the Emersonian idea ("Consistency is the hobgoblin of little minds"), I would prefer to see ALA's elected leadership commit itself on behalf of the profession to the dictum of Rabbi Hillel ("If I am not for myself, who will be for me?").

SHIRLEY ECHELMAN, ALA member, executive director, Association of Research Libraries

Librarians can propose but not dispose

"HOW MANY LIBRARIES HAVE had the courage to discontinue any services for reasons other than dire fiscal emergency . . . to be candid about what services they no longer wish to offer?" is William Miller's second big question. ("What's Wrong With Reference?" [May, p. 303+] is the first.)

Answer: At least one, probably lots, have had the courage to propose discontinuation of services. The *decision* to discontinue, however, is not the librarian's to make. It usually is in the hands of a higher administrator, who may be persuaded that since librarians are in a service occupation they are conditioned to work harder and longer for less money—i.e., to provide the same or more services with the same or fewer staff members.

Classroom faculty members, on the other hand, consider themselves in a to-be-served occupation, justified in seeking fewer classroom and counseling hours and a lower teacher-student ratio. As a to-be-served occupation, classroom faculty members usually do not go to bat for librarians, because if librarians lead an easier life, classroom faculty will lead harder lives; retainers, after all, are to be always on duty. As a class, also, they wish to retain certain privileges exclusively. If librarians were to have a free summer, free time during the work week, and a comparable hourly salary, the place of professors at the pinnacle of the prestige heap would be shaken.

An acquaintance maintains that librarians, although in a service occupation, are not servile. In academe this is hard to maintain because of the medieval structure of higher education. In sum, then, librarians have had the courage to propose, but not the power to dispose. And the more courageous the librarian, as Daniel Gore has said, the more likely to be disposed of.

JEAN C. PELLETIERE, ALA member, College of Public Affairs and Policy, State University of New York/Albany

Salary range

1) CURRENT U.S. GOVERNMENT executive schedule level-IV salary—that paid to the Librarian of Congress—is $69,000 (Summer 1984 supplement to *Taylor's Encyclopedia of Government Officials*).

2) Median salary for experienced college and university librarians in 1983 was $23,500 (1984–85 *Occupational Outlook Handbook*).

3) Annual starting salaries for entry-level librarians (with ALA-accredited MLS) are frequently below $15,000 (listings on library joblines and in professional journals).

4) "Next ALA Executive Director to earn $70,000 to $90,000," (*AL*, July/Aug., p. 478).

Draw your own conclusions.

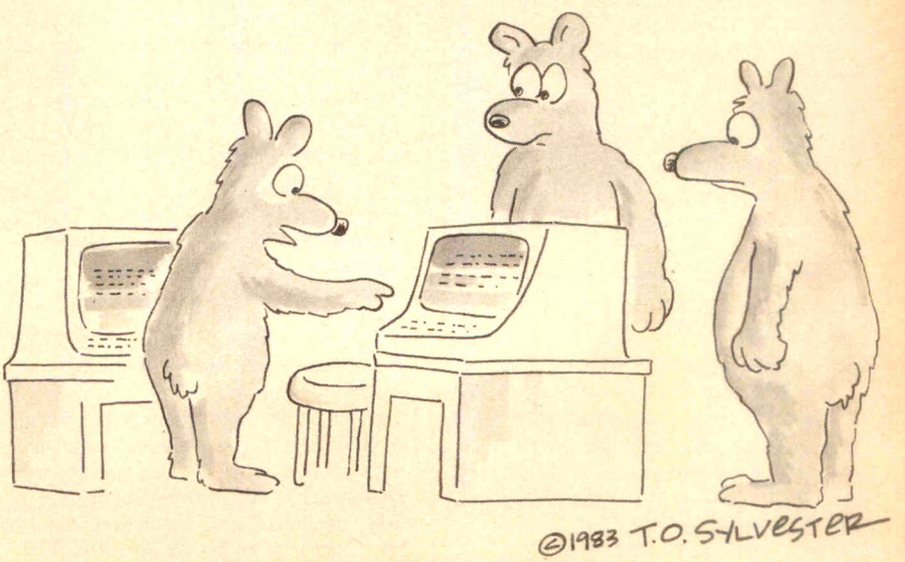
JOAN DELMAN, ALA member, N. Plainfield, N.J.

Insisting on ALA-MLS is "bigotry"

I THINK THAT DISCRIMINATION against nonaccredited-MLS degree-holders is absurd and that its victims can make many claims to win their cases. Just imagine the following scenarios:

Candidate A lived in Terre Haute, Indiana, and wanted to become a librarian. She was accepted at the Indiana University School of Library Science in Bloomington but could not afford the cost of tuition and the time involved in a long commute. Instead, she decides to obtain her MLS from nearby Indiana State University, which has a small, nonaccredited library school. After graduation, she gets a job in a large public library close to a university town and decides to take evening classes towards an MBA. Five years later she gets her MBA and applies for a job where an ALA-accredited degree is a minimum requirement. She is turned down and sues on the grounds of race and sex discrimination. Candidate A is Afro-American.

Candidate B was born and raised in India, where he studied library science and English literature. He worked as the director of a large college library for 15 years before emigrating to the U.S. to get a Ph.D. in English literature. After graduating he cannot find a job teaching English literature and



". . . and someone's been using MY terminal."

looks for a position as a librarian. He is turned down and sues on the grounds of discrimination based on national origin.

Candidate C has a nonaccredited degree in library science and has been a successful school librarian specializing in audiovisual techniques. After a few years he switches jobs to become director of the AV center of a college library. He wants to relocate to New York City and applies for an audiovisual librarian position in a college that requires an ALA-accredited degree. He is turned down and sues on the grounds of discrimination because he is a homosexual, something he revealed during a semi-informal luncheon that was part of the interviewing process.

Discrimination against non-ALA-accredited degree holders is discrimination. As shown above, the reasons for not getting the "right" degree can be socioeconomic, or just being born in the wrong place. Those who feel an accredited degree is a *sine qua non* condition to practice librarianship display bigotry, narrow-mindedness, and chauvinism. It is time that people be judged on their individual talents and merits and not on their image. Why divide librarians into a caste of accredited-degree-holders and a caste of Untouchable nonaccredited degree-holders?

YVELINE A. KALYANPUR, Winchester, Mass.

Charters could be come-uppance

CONSIDERING THE CLOSINGS OF the University of Denver and the University of Southern California library schools (July/Aug., p. 476), I would hazard a guess that USC will follow the lead of the University of Oregon when it closed its library school: i.e., continue to fund important, first-priority, alleged money-making activities (like football, etc.) while aiming mere educational programs down the tube.

It might be enlightening to the regents of these "educational institutions" as well as to the rest of us to see what, if anything, the charters or mission statements of the universities of Denver, Oregon, and Southern California say about the relative merits of jock vs. educational endeavors.

ROBERT K. JOHNSON, ALA member, University of Arizona Graduate Library School, Tucson

That's *more than* Entertainment

AFTER RETURNING HOME FROM the ALA Conference in Dallas I had time to read through all four issues of the conference newsletter *Cognotes*. I was dismayed to find that the videotape I presented at the ALSC President's Program was described as "entertaining," and I would like to set the record straight.

The videotape was of children responding to some of the notable children's books to be discussed by ALSC members attending the program. Some of the responses of the children are funny and often unexpected, which stimulates laughter from adults. However, more importantly, the responses enlighten adults. The tape was shown to enlighten the Notable Books Reevaluation Committee, which is sometimes in doubt about the level of reader maturity necessary to appreciate a book, or whether children are at all interested in certain subjects. It was our intention to illustrate children's critical evaluations of these books from their vantage point. The video instructs adults in the ways children understand and cope with questionable content.

In an age when one in five American children lives in poverty (one in two minority children), when education is criticized but not supported, when a neverending stream of new words enters our vocabulary describing anew the neglect of children (latch-key kids, missing children, etc.), I would prefer to think that librarians, at least, would take children and those adults working with them more seriously, and not relegate their point of view to mere entertainment.

ALICE P. NAYLOR, ALA member, Appalachian State University, Boone, N.C. □

If they'd been librarians **by B.B. Rile**

Hannibal prepares to cross the acronyms.

Is it ethical for faculty to examine circulation records?

Ed. note: The following letters respond to the question posed by the ALA Ethics Committee (June, p. 376) to stimulate thought on professional ethics: In a college or university reserve room, do faculty have the right to examine circulation data to determine which students have been performing reserve reading?

FACULTY SHOULD NOT BE PERMITted to examine reserve circulation records to determine whether their students are performing assigned reading. There are two compelling arguments in support of this position. First, if one accepts the premise that the right to confidentiality extends to college and university students, then there is no justification for treating reserve circulation data differently than other circulation records. Second, whether or not a student has checked out an item is an imperfect indicator of whether or not he or she has actually done the reading. Instructors should evaluate students based on their classroom performance and not on the number of reserve books they have checked out.

ELIZABETH LANG, ALA MEMBER, I.D. WEEKS LIBRARY, UNIVERSITY OF SOUTH DAKOTA, VERMILLION

AS A GENERAL PRINCIPLE, CIRCUlation records of reserve room materials should not be given to any individual. Our institutions should develop and maintain systems which, while providing statistical data on number of circulations and frequency of use and the name of the current user, delete personal data from the file immediately after the return of the item.

The academic library often serves as an extension of the classroom in an indirect laboratory function. This is especially true in the case of audiovisual materials centers. In these situations attendance—i.e., use of specific library materials—may be prescribed by the instructor. Students who are enrolled in such a course are presumed to have given their consent for the release of this circulation data to the instructor. Any other use would clearly violate the general right to privacy.

ARTHUR FRIEDMAN, ALA MEMBER, NASSAU COMMUNITY COLLEGE, GARDEN CITY, N.Y.

IT IS UNWISE FOR LIBRARIANS TO reveal the identity of student borrowers to faculty members for ethical and legal reasons, but also because such information does not prove a student has completed an assignment and does not evaluate how well the student has done the work. A signature or I.D. number on a card is a record of a borrowing transaction, nothing more. Borrowing records do not indicate the circulation of reserve materials among students.

Furthermore, it is the faculty member's responsibility to evaluate student performance, not the librarian's. Test questions and reading cards are better means of determining if students are doing their assignments. Librarians should use the borrowing information to give faculty members an idea of how many students are doing an assignment and how frequently an item is being used.

FRANCINE K. MIDDLETON, ALA MEMBER, ELLENDER MEMORIAL LIBRARY, NICHOLLS STATE UNIVERSITY, THIBODAUX, LA.

Microcomputers and telecommunications: A checklist of books and journals

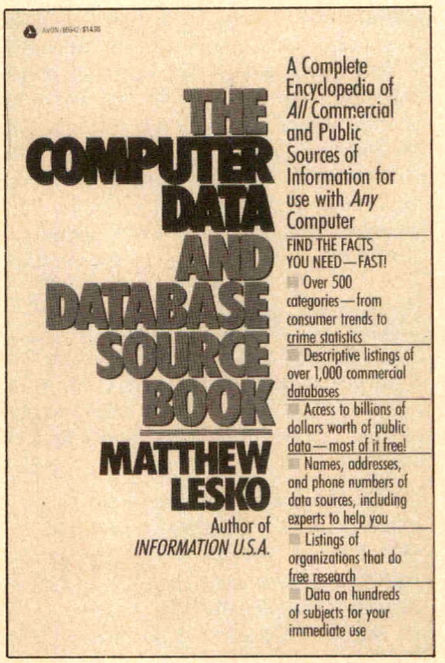
by Patrick R. Dewey

A glance at a computer magazine rack reveals the growing number of publications devoted exclusively to microcomputer telecommunications. Also, computer mags are striving to keep up with new online services and activities: electronic bulletin boards; "telecommuting"; and consumer networks and databases such as NewsNet, Knowledge Index (DIALOG), BRS After Dark, and many others. This publication explosion reflects new masses of people entering the microcomputer community, as well as the graduation of microcomputer users beyond the Pacman syndrome into other, usually more serious areas of interest.

For the purposes of this article, you need only know that a modem is a device to connect your computer to the telephone system. I won't discuss the technicalities of protocol (parity, word length, etc.) or downloading, or similar jargon. My purpose here is mainly to highlight some of the latest resources available for answering questions and selecting materials in microcomputer telecommunications.

Database directories

☐ ***The Computer Data and Database Source Book,*** by Matthew Lesko. 900p. New York: Avon, 1984. $14.95 pap. This massive volume provides capsule summaries of commercial and government databases and descriptions of public data sources (e.g., for bilingual education, testing, veterans, etc.). The public data sources are divided into: Education; Energy; General Economics; Health Statistics; Industry; International; Investment; Miscellaneous; Population and Vital Statistics; and Price, Wage, and Employment. If you work with databases, or need handy information about them, this book should work well. Appended: Free Research to Help Find the Data You Need; How to Use the Freedom of Information Act. Without question, the greatest bargain here.



☐ ***Complete Guide to Dial-Up Databases.*** 600p. Delran, N.J.: Datapro Research Corporation, 1984. $195. A one-volume, loose-leaf service describing over 1,400 databases, with special reports on The Source, CompuServe, Inc., DIALOG, DRI, and others. Many special features are also available with this service, including user ratings of service vendors and reports on 66 microcomputer communications packages. Data about each base includes frequency of update, prices, descriptions, and documentation available. Datapro is well known for its authoritative, in-depth reports on many aspects of computers. Datapro Research Corporation, 1805 Underwood Boulevard, Delran, NJ 08075.

☐ ***Directory of Online Databases.*** Santa Monica, Calif: Carlos Cuadra Associates, $75. Lists 1,700 databases in alphabetical order, and is published primarily for the library and information community. Material can be accessed by subject, producer, and online system. It is published quarterly by Cuadra Associates, Inc., 2001 Wilshire Blvd., Suite 305, Santa Monica, CA 90403.

☐ ***Omni Online Database Directory,*** by Mike Edelhart and Owen Davies. 292p. New York: Collier Books (Macmillan), 1983. $9.95. An inexpensive yet extremely useful volume of database abstracts. No databases are included that cannot be accessed by someone at home. The directory was written with that home user in mind. A good overview of the Source and CompuServe is included at the end. Databases are arranged by subject and indexed by subject and name. Contains a vendor listing and "Choosing an Online Service."

☐ ***Online Bibliographic Databases,*** 3rd ed., edited by James L. Hall and Marjorie J. Brown. 383p. Detroit: Gale Research Co., 1983. $90.

☐ ***Online Database Search Services Directory,*** 2 vols., 1st ed., edited by John Schmittroth, Jr. Detroit: Gale Research Co. Vol. 1, 569p., 1983; vol. 2, about 700p., Oct. 1984. $100 for both. Cumulative index in vol 2.

☐ ***Online Database Search Services Directory,*** 2 vols., 1st ed., edited by John Schmittroth, Jr. Detroit: Gale Research Co., 1983. $75.

☐ ***The Reston Book of Online Databases,*** by Jay M. Shafrity and Louise Alexander. 256p. Reston, Va.: Reston Publishing Co., 1984. $17.95. Descriptions of 500 databases, with addresses, prices, and phone numbers. Listings are arranged by subject.

Communications software packages

☐ ***All About 148 Communications Software Packages.*** 58p. Delran, N.J.: Datapro, 1984. $25. From *Datapro Reports on Microcomputers,* provides comparison data on 148 microcommunications software packages from 107 vendors. Datapro Research Corporation, 1805 Underwood Blvd., Delran, NJ 08075.

Dictionaries

☐ ***Dictionary of Computers, Data Processing, and Telecommunications,*** by Jerry M. Rosenberg. 614p. New York: Wiley, 1984. $14.95. With over 10,000 terms, defined with the layperson as well as the professional in mind, this is clearly one of the best computer dictionaries around. It is easy to read and follow.

☐ ***Facts on File Dictionary of Telecommunications,*** by John Graham. 199p. New York: Facts on File Publications, 1983. $15.95. A good bet for the student, technician, or layperson who wishes to untangle terms such as multiplexing, time sharing, networks (local area, etc.), packet switching, time switching, and other words that are often confusing. Care has been taken to be clear and precise with 2,000 entries, 50 diagrams, and extensive cross-references. Definitions vary in length. Contains 12 appendices, including International Alphabet No. 5, The Electromagnetic Spectrum, and others.

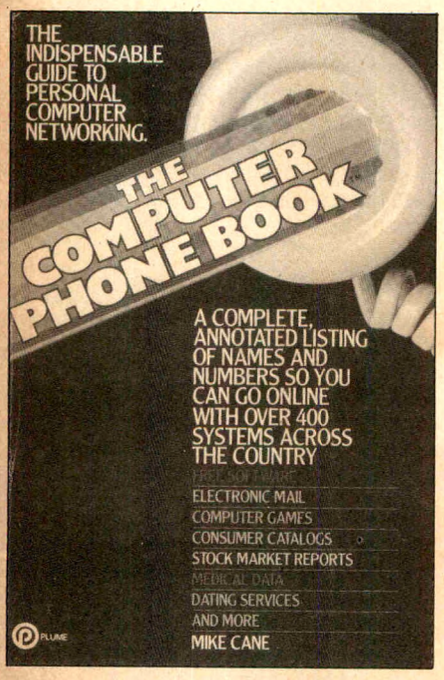
(Continued)

Patrick Dewey, director of the Maywood (Ill.) Public Library, writes frequently on microcomputers and libraries. He pioneered in library-based, electronic community bulletin boards, and has devoted a chapter to this subject in his new book, *Public Access Microcomputers: A Handbook for Librarians* (Knowledge Industry).

Electronic bulletin boards

A bulletin board or BBS is usually a system operated on a microcomputer by a single individual for friends, business associates, or others, for leaving and receiving messages, etc. Comprehensive listings of these boards, describing functions and features—including which supply free software—is something most libraries can provide with only one directory and little effort. At least one directory provides a monthly supplement for an extra fee. Some people will want to purchase a BBS software program in order to start their own. Current listings can always be accessed through the appropriate file on either CompuServe (MAUG XA4) or The Source (PUBLIC 112), and often through many local bulletin boards, free.

☐ ***How to Create Your Own Computer Bulletin Board,*** by Larry Myers. 214p. Blue Ridge Summit, Pa.: TAB Books, 1983. $12.50. If you wish to program your own bulletin board from *scratch,* this book is the one for you. Many of the routines and problems (carrier detection, error handling, etc.) are explained here. It is also good for the person wishing to customize or alter an existing BBS. Appendixes contain the actual listing of a BBS program—Sentry Apple Bulletin Board—which readers can key in and operate. Also contains the program listing for LTERM, a telecommunications package for the TRS-80 Models I and II. Considering the price, an excellent buy.



☐ ***Computer Phone Book,*** by Mike Cane. 466p. New York: New American Library, 1983. $9.95 pap. Besides a good overview of networks, components of modems and their use, and electronic bulletin boards, one finds here brief summaries of over 400 electronic bulletin boards (including access number, type, and a description of the purpose and operation of the board). Included in the appendixes is a separate list of bulletin boards offering free "downloads" of software, grouped by machine. Also included is the documentation for a number of systems. This saves the time and trouble of downloading the "help" files from major BBS systems.

☐ ***Hooking In: The Underground Computer Bulletin Board Workbook and Guide,*** by Tom Tucker and Tom Beeston. 174p. New York: Kampmann & Co. (Computer Food Press), 1984. $12.95. As the name suggests, this book contains mostly surface material for bulletin board novices. The workbook portion (which is most of the book) lists some 400 boards by area code with a handy space for recording your own comments as you run up your phone bill. Includes sample BBS menus for a variety of boards, logon procedures, and download instructions. A quarterly update service costs only $10 per year. Glossary.

Electronic mail

☐ ***Understanding Electronic Mail,*** by Carl J. Naegele. 64p. Sherman Oaks, Calif.: Alfred Publishing Co., 1984. $2.95. A basic introduction, and perhaps the least expensive book on the subject.

☐ ***All About 57 Electronic Mail Systems.*** 39p. Delran, N.J.: Datapro Research Corp., 1984. $19. Includes information about 49 computer mail systems and 8 voice systems. From *Datapro Reports on Word Processing.* Datapro Research Corp., 1805 Underwood Blvd, Delran, NJ 08075.

Multiple topics

☐ ***Datapro Reports on Data Communications*** includes in-depth information in such areas as network architecture, teleprinters, speech technology equipment, standards, basic concepts, automated office systems, and much more. Three volumes, updated monthly. Annual looseleaf subscription: $690. Individual reports available from this set are *All About 47 Local Area Networks* (31p., $19), *All About 600 Modems* (103p., $25), *All About 300 Alphanumeric Display Terminals* (87p., $25), and *Overview of 20 Communications Carriers* (20p., $19). Datapro Research Corp., 1805 Underwood Boulevard, Delran, NJ 08075.

☐ ***Datapro Reports on Telecommunications*** is a comprehensive source of information covering the whole range of telecommunications. Included are reports on software, hardware, telephone systems, and much more. The two volumes are updated monthly. Annual looseleaf subscription: $495. Individual reports from this set are: *All About 36 Telephone Management Systems* (26p., $19), *How to Buy Telephone Systems* (18p., $19), and *All About 37 PABX Systems* (23p., $19). Datapro Research Corp., 1805 Underwood Boulevard, Delran, NJ 08075.

☐ ***Encyclopedia of Information Systems and Services,*** 2 vols., 6th ed., edited by John Schmittroth, Jr. Detroit: Gale Research Co., 1984. Vol. 1, about 1,200p. (Dec. publication, covers the U.S.), $190; vol. 2, about 600p. (Oct. publication, covers international scene), $165. Gale Research Co., Book Tower, Detroit, MI 48226.

☐ ***Telecommunications for the Executive,*** by Ronald R. Thomas. 129p., Princeton, N.J.: Petrocelli Books, 1984. $19.95. A well written book for executives who are responsible for the installation or upgrade of a telephone system—the book's primary interest—or computer network. A number of checklists, vendors, and other useful features are included. Large corporations will need a Datapro volume or equivalent, but this is still an excellent first book for anyone.

☐ ***Telecommunications Systems and Services Directory,*** 3 vols., edited by John Schmittroth, Jr., and Mary Connors. 700p., Detroit: Gale Research Co., 1984. $150. Gale Research Co., Book Tower, Detroit, MI 48226.

Hobbyist

☐ ***Complete Handbook of Personal Computer Communications: Everything You Need to Go Online With the World,*** by Alfred Glossbrenner. 324p., New York: St. Martin's Press, 1983. $14.95. Glossbrenner has just about set the standard for others to follow by writing the best overview of the microcomputer electronic online "universe," at least as far as hobbyists are concerned. Though meant to be read from cover to cover, chapters deal individually with The Source, CompuServe, and the other major consumer databases and utilities. "Telecommuting" is also discussed, and the work is illustrated with many "screens," which help the reader better understand various online services and their menus. Bulletin boards are discussed, but are not presented "directory style" as in Cane and others above. Useful "Online Tips" appear on nearly every page. Only chapter 12, "Getting Technical," becomes jargon-laden, but even here the determined layperson should get by.

☐ ***The First Primer of Microcomputer Telecommunications,*** by Jim Cambron. 154p., Blue Ridge Summit, Pa.: TAB Books, 1984. $14.95, $10.95 pap. In most respects this book is relatively ordinary, giving good treatment for the beginner in telecommunications but nothing above that offered by other books listed here. In complexity and depth of treatment, it is a step above, for example, *World Connection*, and a step below *Micros and Modems*. It does offer a few unique items, however, including a discussion of libel and slander with regard to networks and bulletin boards, and the author describes the pros and cons of a number of Specialized Common Carriers (alternate long distance services.)

☐ ***Getting On-Line: A Guide to Accessing Computer Information Services,*** by M. David Stone. 306p., New York: Prentice-Hall, 1984. $21.95. Stone treats many areas covered by Glossbrenner, but does not reproduce most of the utility help files. Stone does provide the

(Continued on p. 649.)

Career LEADS

american libraries classified ads

beverly goldberg, ed.

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Late job notices
Consultants listing
LEADS guidelines
Joblines services
Positions wanted
Positions open
Datebook calendar
Consumer classies

LATE JOB NOTICES

For November issue, call 312-944-6780 x326 BEGINNING OCT. 10. Listings taken BY PHONE AS SPACE PERMITS. 10 lines maximum (approximately 100 spaces per line). ALA institutional members receive 10% discount.

HEAD, CAT'LG. DEPT. Srch. reopened. Rpts. to dir. of lib. Supervises 1 prof., 1 paraprof., 3 technicians, 5 students. Coords. all cat'lg. activ. using OCLC, LC class. & subj. hdgs., AACR2. May tch. an undergrad. cat'lg. course. Min. reqs.: MLS/ALA-accred. degree; 4 yrs.' cat'lg. exp., 2 yrs.' supvsy. exp. in acad. setting. Autom. cat'lg. exp. pref. Min. sal. $23,000. Ark. State U. is located in Jonesboro, near Ozark Mtns. & Memphis, TN. TIAA/CREF, 20 days' vac. on 12-mo. contract, grp. insurance. Appl. accepted until candidate is selected. Send ltr. of appl., res., names & adds. of 3 ref. to: Bill Hansard, Dir., POB 2040, State Univ., AR 72467. An EO, AA employer.

HD., TECH. SVCS. Lead, guide, & direct tech. svcs. w/heavy emphasis on cataloging, incl. copy/revision/orig. in OCLC environ. Req.: ALA-MLS; 5 yrs.' cataloging, w/3 under AACR2 in OCLC (or equiv.); successful supvsn. of cataloging/tech. svcs. oper.; thorough knowl. of AACR2, LCSH, MARC, nat'l. cataloging standards. Des.: sci. cataloging, sci. undergrad., lib. autom. Hiring salary $28,000-$32,000. Position will remain open until filled; preference given to appl. rec'd. by Oct. 15. Resume, appl. ltr., statement (500 wds.) on cataloging/tech. svcs. philosophy to: Marsha R. Kipperman, Persnl., Bldg. 185, Brookhaven Nat'l. Laboratory, Upton, Long Island, NY 11973.

COORD., MONOG. & AV CATALOGING UNIT. Under hd. of tech. svcs., supervises all cataloging oper. & persnl. relating to monographs & AV mat'ls., incl. retrospective convrsn. & main't. of CLSI database. Resp. for main't. of authority files, filing, physical proc'g. Req.: ALA-accred. MLS; 5 yrs.' prof. cataloging exp. w/monographs & AV using OCLC in an acad. lib.; knowl. of AACR2, LC class. & subj. hdgs., ALA filing rules & relev. OCLC/MARC formats; demon. abil. to supervise, communicate w/& work effec. w/various levels of persnl.; & at least 3 yrs.' progressively resp. mgmt. exp. Pref.: retrospective convrsn. exp., rdg. knowl. of one or more foreign lang., & substan. music coursework or degree. Salary & fac. rank commen. w/qual. & exp. Salary min.: $18,500. Winthrop is a 5,000-student inst. in the Charlotte, NC, metro. area. Position will be filled as soon as qualified applicant is found. Submit vita + names, adds., & ph. nos. of 3 prof. ref. to: Shirley M. Tarlton, Dean of Lib. Svcs., Dacus Lib., Winthrop College, Rock Hill, SC 29733.

PERSNL. LN., CWRU Libs. U. Libs., an ARL mem., is composed of Sears & Freiberger Libs. & is largest unit in CWRU L. Syst., housing collec. in hum. & arts, social & behav. sci., engineering, sci., mgmt., & music. Staff incl. 33 prof. & 44 nonprof. The persnl. ln., a newly created pos., will, in accord. w/estab. u. & l. policies, be resp. for plng., orgn'zg., & coord'g. activ. rel. to recruitment, emplymt., & staff dvpt. & trng. of all lib. persnl. Resp. incl. recommend'g. & asst'g. in dvpt., implem., & review of lib. persnl. policies & proced.; dvpg., coord'g. & eval'g. lib.'s staff trng. & dvpt. prog.; recruit'g. & reviewing applicants for ln. & staff pos.; dir'g. student emplymt. activ.; srvg. as lib.'s prin. liaison w/u.'s Human Resource Dept., Affirm. Action Off., & Student Emplymt. Off. Req. qual. are accr. MLS & prev. lib. exp. in prsnl. at an admin. lvl. Postgrad. work in persnl. admin. des. Sal. from $18,000 dep. on qual. & exp. Deadline for appl. Nov. 1. Send appl., res. & names of 3 ref. to: Mary DeVocht-Berges, Dept. of Human Resources, Case Wstrn. Reserve U., 10900 Euclid Ave., Cleveland OH 44106. CWRU is an AA, EOE.

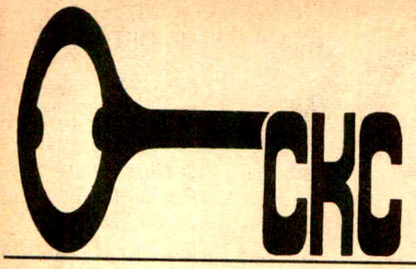
DIR. OF LIB. AUTOM., Dartmouth Col. L. Resp. incl. plng., analysis, design, & implem. of computer support for lib. oper.; pursuing & dvpg. experimental syst. such as the online catalog, serials recpt. cntrls., & circ.; prep'g. grant appl.; & supvsg. lib. autom. staff of 3 progrmrs. Successful candidate will have proven effec. mgmt. style & abil. to communicate equally well w/lib. persnl. & the persnl. in campus computing ctr. Qual.: master's degree in computer sci., info. sci.,, or lib. sci. w/at least 5 yrs.' progressively resp. exp. w/lib. autom. syst. & computer programming are req. Sal. & rank commen. w/exp. & qual. w/min. sal. of $27,000. Please send res. before Nov. 15 to: Phyllis E. Jaynes, Dir. of User Svcs., Dartmouth Col. L., Hanover, NH 03755. AA, EOE, M/F.

DIR. OF LIBS. City lib. srvg. pop. of 250,000, w/ctrl. lib., 4 br., & state-designated major resource ctr. needs dir. to guide dvpt. of major new ctrl. lib. now under construc. & to srv. as hd. of both city & reg'l. syst. Reqs. MLS (ALA), min. 7 yrs.' exp., incl. 4 yrs.' admin. in an urban lib. w/branch syst. Strong financial, programming, community interaction skills req. Knowl. &/or exp. in integrated lib. syst. des. Total staff 72 FTE. Sal. range $33,500-$47,200. Apply by Oct. 30. Send to: W. Thomas Utter, Asst. City Mgr., POB 4992, Corpus Christi, TX 78469. An EOE, AA.

BUS. REF. LN. Duties incl. ref. (bus. & gen.), online srchg. (BRS, DIALOG, Dow Jones News/Retrieval), bibl. instruc. Some weekend & evening work. ALA-MLS req. Good communication, interpersonal skills, & a flexible personality are nec. Pref. qual. are recent related exp. of at least 1 yr. in a large acad. lib. & acad. bkgrd. in bus. or econ. Sal. range $16,000-$20,000 dep. on qual. & exp. Fac. appt. w/24 days' annual leave. VCU is a state univ. w/over 20,000 students & substan. undergrad. & grad. bus. prog. Appl. deadline: Nov. 5. Send ltr. of appl., res., & names of 3 ref. to: Ronald Allen, Ch., Srch. Committee, Va. Commonwealth U., James Branch Cabell L., Richmond, VA 23284. EO, AAE.

BIBLGRPHR. FOR LITS. OF WESTERN EUROPE & LATIN AMER. (readvertisement). UC/Santa Cruz is seeking a svc.-orien. biblgrphr. to dvp. its collec. in French, Grmn., Ital., Span., & Latin Amer. lit., & hist. & soc. sci. of Lat. Amer. Participates in formulating collec. policies. Provides ref. svc. Qual.: MLS or equiv.; fluency in French or Spanish w/strong wkg. facility in the other lang., wkg. facil. in Grmn. & Ital. des.; grad.-lvl. knowl. of a maj. Europ. lit., French strongly pref.; Asst. ln. $20,316-$25,992; assoc. ln. $24,828-$35,749. Appl. deadline: Nov. 15. Send res. & names of 3 ref. to: Katherine Beiers, Asst. U. Ln., Univ. of Calif., Santa Cruz, CA 95064. EO, AAE.

LATE JOB NOTICES CONTINUED ON PAGE 635.



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Full guidelines and policy are available from: LEADS Editor, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326.

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LATE JOB NOTICES CONTINUED FROM PAGE 633.

MUSIC CURRIC. LN. Resp. for the juv., curric., score, record, & AV collec. of a u. lib. srvg. 6,500 students. Could involve some svc. resp. or doc't. or database srchg. Oppty. to tch. section of req. course in use of lib. resources. Supvsn. of one clerical pos. in addition to student assts. Nights & weekend work expected. Accred. MLS req. BS in ed. w/music bkgrd. des. Exp. helpful but not req. Annual sal. $14,400+, dep. on qual. & exp. Exc. fringe ben. Open immed. Appl., incl. res., undergrad. & grad. trans., & 2 ltrs. of recommendation should be sent by Nov. 1 to: George N. Hartje, Dir. of Libs., Pickler Mem'l. Lib., N.E. Mo. State U., Kirksville, MO 63501. EO, AAE.

CHLDRN'S DIV. LN. Complete programming, selec. for $11,500 budget, ref., dial-a-story, for dept. of over 20,000 bks. Help in adult ref. Desirable, exp. in plng. new chldrn.'s facility. Position available immediately. Closing date Nov. 30. ALA-accred. MLS, 3 yrs.' exp. Beginning salary $14,400. For further info., send ltr. of appl., resume, & recent ref. to: Hester H. Coward, Dir., Franklin-Johnson Co. Pub. Lib., Madison at Home Ave., Franklin, IN 46131.

REF./CAT'LG. Appl. invited for a ln. for orig. cat'lg. & supvsn. of copy cat'lg./tech. proc'g. clerk. Pos. reqs. ref. duties. Some nights & wknds. MLS req. Des. exp. w/AACR2/OCLC cat'lg., online srchg., & lib. instruc. Tenure-track, 12-mo. appt. Min. sal. $20,000. 24 days' vac. Send ltr. of appl., res., trans., & 3 ltrs. of ref. w/ph. nos. & adds. postmarked by Oct. 31 to: Lib. Srch. Committee, Linscheid L., E. Ctrl. Okla. State U., Ada, OK 74820. AA, EOE.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Educational Notices: Line-by-line or display format. For price schedule, see Rates for Advertisement box in **Datebook.**

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: $5/line. ALA institutional members receive 20% off ($4/line).

Display: Boxes, larger type, prominent format. $50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10. For Positions Wanted, box numbers are free-of-charge.

To reply to box numbers, write: Box (number), c/o *American Libraries*, 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number **within 2 weeks of placement of advertising.** Later receipt will result in incomplete billing.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Ads by Phone

The following applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

1) Telephoned copy will be accepted **only at the discretion of the LEADS editor,** depending on time available.
2) **A surcharge** of $5 total for line-by-line and $10 total for displays will be charged for all accepted telephone ads.
3) All accepted telephone ads **must be followed by written confirmation, including full text of the ad,** within two weeks.

Late Job Notices

As space permits, Late Jobs are taken after the general copy deadline has passed. **By phone only, beginning 10th of the month.** $10/line. ALA institutional members 10% off. See complete instructions in section.

Consumer Classies

Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) $5/line; **multiple insertion discounts on total cost:** 2–5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

Address

Place all notices with Beverly Goldberg, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; (312) 944-6780 x326.

JOBLINES

Joblines will appear in full on a quarterly basis—February, May, July/August, and November—and in abbreviated form the rest of the year. Space saved will be devoted to expanded Positions Open listings.

For complete Jobline info.: J/A *AL*, p. 502.

ASIS, (202) 659-1737; **ACRL,** (312) 944-6795; **Ariz.,** (602) 278-1327; **Br. Columbia,** (604) 263-0014; **Calif.,** (916) 443-1222 or (213) 629-5627; **CMLEA,** (415) 697-8832; **San Andreas-S.F. Bay/SLA,** (415) 339-9541; **S. Calif./SLA,** (818) 795-2145; **Colo.,** (303) 866-2210, see also Mountain Plains; **Conn.,** (203) 727-9675; **(D.C.) Metro. Wash.,** (202) 223-2272; **Del.,** call N.J. or Pa; **Fla.,** (904) 488-5232; **Ill.,** (312) 828-0930; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.,** see Mountain Plains; **Md.,** (301) 685-5760; **Midwest,** (517) 487-5617; **Mo.,** (314) 449-4627; **Mont.,** see Mountain Plains; **Mountain Plains,** (605) 624-2511; **Nebr.,** (402) 471-2045, see also Mountain Plains; **New Eng.,** (617) 738-3148; **Nev.,** see Mountain Plains; **N.J.,** (609) 695-2121; **N.Y.,** (212) 227-8483; **N.Y./SLA,** (212) 753-7247; **N.C.,** (919) 733-6410; **N.D.,** see Mountain Plains; **Okla.,** (405) 521-4202; **Ore.,** (503) 585-2232; **PLA,** (312) 664-5627; **PNLA,** (206) 543-2890; **Pa.,** (717) 234-4646; **R.I./SRRT,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C., Univ. of,** (803) 777-8443; **S.D.,** see Mountain Plains; **SLA,** (212) 460-9716; **Tex.,** (512) 475-0408; **Utah,** see Mountain Plains; **Va.,** (804) 355-0384; **VA Lib. Network,** (202) 389-2820; **W.Va.,** call Pa. Coop. Job Hotline; **Wyo.,** see Mountain Plains.

POSITIONS WANTED

CATALOGER with international experience seeks position in research/special library. Martha Childers, Union Star, MO 64494; 816-593-2517.

AUGUST 1984 GRADUATE (ALA-MLS) seeks entry-level position in public library. Coursework in cataloging (AACR2), reference, information systems, systems analysis, children's literature, young adult literature, library management, technical services. Familiar with OCLC. Southeast or Southwest preferred. Contact: Mike Coleman, 350 Price St., Oxford, MS 38655; 601-234-5935.

PACIFIC NORTHWEST ENTRY-LEVEL position wanted in a college or public library. Recent ALA-MALS graduate. BA Literature and Sociology. Trained in both technical services and reference skills. Have online searching and computer experience including CLSI. Several yrs.' public service work. Kindly reply to: Box B-860-W.

DIRECTOR, PUBLIC OR SMALL ACADEMIC LIBRARY. Currently in 20th year as head of 60,000-vol. library, 6 professionals, 9 support staff. AV services included; active at state and national association levels. Looking for position with a 10-to-15-yr. tenure. Available July 1, 1985. Reply: Box B-858-W.

POSITION WANTED: ARCHIVES, SPECIAL COLLECTIONS, MANUSCRIPTS, GENEALOGY, REFERENCE, RESEARCH LIBRARY. ALA-MLS, MS—American History, BS—History. Children's librarian/Archivist for regional library. 3 yrs.' reference. Internship at Truman Library. Experience in management, supervision, processing, cataloging, accessioning, circulation, selection, programming, AV, serials. Reply: Pat Kean, 2504 McLean, Falls City, NE 68355.

POSITIONS OPEN

ACADEMIC LIBRARY

Art and architecture librarian. Manages the Art and Architecture Library which provides library services to users in the School of Architecture, School of Fine Arts, and the Department of Art and Archaeology; performs bibliographic duties and is responsible for collection development in related subject areas; works in general reference services; performs online searches in humanities databases. Qualifications: MLS from an ALA-accredited library school; degree in art or architecture; reading knowledge of German, Italian, or French; academic library experience, preferably in public services; knowledge of online searching, preferably in BRS or DIALOG; supervisory experience with the ability to make independent judgments and to organize work. Minimum salary $19,932. **Send letter of application, resume, and 3 letters of reference by Oct. 31** to: Virginia F. Toliver, Director of Library Personnel and Administrative Services, **Washington University Libraries, St. Louis, MO 63130.** Washington University is an equal-opportunity, affirmative-action employer.

Assistant catalog librarian. Search reopened. Faculty, tenure-track position. Catalogs serials, music, and AV; supervises subject and series authority work. Cataloging experience, knowledge of AACR2, LC classification, LCSH, MARC format essential. Required: MLS from an ALA-accredited program, 3 yrs.' experience. Appointment at assistant librarian or above (equivalent to assistant professor). Minimum salary $20,000 depending on education and experience. University of South Alabama Libraries are a member of SOLINET/OCLC and operate NOTIS, an integrated library system, with an online catalog. Benefits include: 20 days' vacation, university-subsidized insurance, state retirement, TIAA/CREF option. **Submit resume and names of 3 references by Oct. 31** to: Patricia G. Ramage, Chair, University Library Search Committee, **Library Administration, The University of South Alabama, Mobile, AL 36688.** An EEO, AA employer.

Assistant department head, business/engineering library. Developing and implementing innovative information services for the faculty and students of the Amos Tuck School of Business and the Thayer School of Engineering at Dartmouth College will be the challenge of the person selected to fill this position. The individual we are seeking will be capable of working as part of a team providing information services in a technologically sophisticated library environment utilizing the Dartmouth online catalog; RLIN; OCLC; online database vendors such as BRS, DIALOG, I. P. Sharp, Dow Jones, and NEXIS; as well as microcomputers. Under the general direction of the business/engineering librarian, the assistant business/engineering librarian's responsibilities include supervision of the interlibrary loan assistant, participation in collection development, consultation with faculty to determine instructional and research needs, and the provision of reference services including bibliographic instruction and online searching. Feldberg Library has a staff of 3 professionals and 5 staff and is one of 8 libraries in the Dartmouth College Library system. Qualifications: ALA-MLS, educational background in one of the fields of business, engineering, or economics, a minimum of 3 yrs.' post-MLS experience in an academic or special library, and online database searching experience in bibliographic and numeric files are required. Experience with library applications of microcomputers is highly desirable. Salary and rank commensurate with experience and qualifications with a minimum salary of $18,500 for a Librarian II or $22,000 for a Librarian III. **Please send resume before Oct. 31** to: Phyllis E. Jaynes, Director of User Services, **115 Baker Library, Dartmouth College, Hanover, NH 03755.** Dartmouth College is an AA, EEO, M/F employer.

Assistant public services librarian. Permanent tenure-track faculty appointment available Jan. 1, 1985. Duties include general reference service, library instruction, online database searching, selection of reference materials, and support of other public service functions as needed. Schedule will include some evening and occasional weekend hrs. Requires ALA-accredited MLS, minimum 2 yrs.' previous professional experience; ability to interact with students and faculty in a variety of subject areas essential. Salary $17,000 minimum plus liberal faculty benefits including relocation assistance. Send resume and 3 recent references to: Robert L. Burr, Director, **Crosby Library, Gonzaga University, Spokane, WA 99258.**

Assistant special collections librarian, University of Nevada, Las Vegas. (Search reopened.) Special collections contains materials pertaining to southern Nevada, the gaming industry, culinary arts, and the UNLV archives. Responsibilities: acquire, arrange, describe, and provide access to Nevada manuscript collections and archival records of UNLV; develop the Nevada collection, participate in the reference desk and exhibit schedule of the department; and perform other duties as assigned. Qualifications: ALA-accredited degree and formal archive and/or manuscript training required; effective communication skills, ability to establish and maintain harmonious working relationships with co-workers, donors, and patrons, and to organize, analyze, and plan efficiently essential; experience in processing archives, personal papers, or U.S. political or historic manuscripts preferred; advanced subject degree in U.S. history or political science desired. Minimum salary: $17,000. Faculty status, 12-mo. appointment, 24 days' vacation, fringe benefits. **Send letter of application, resume, names, addresses, and phone numbers of 3 references by Oct. 31** to: Mary Dale Deacon, Director of Libraries, **University of Nevada, Las Vegas, 4505 Maryland Parkway, Las Vegas, NV 89154.** The University of Nevada, Las Vegas, is an equal-opp[illegible]ty, affirmative-action, Title IX, 504, 402 [illegible]oyer.

Assistant [illegible]versity librarian for systems and pla[illegible]g. The University of Arizona Library se[illegible]pplicants to fill a new position in systems [illegible] planning. The person filling this vacancy wi[illegible]ave responsibility for continuing development of an integrated online system, as well as resp[illegible]nsibility for more general planning activity, in[illegible]uding chairing the library's Planning Counci[illegible], participating as a member of the administrative group, and directing/coordinating existing automated services. The AUL for systems and planning reports to the university librarian. This new division of the library will have, initially, a small staff but is expected to grow quickly with a possible significant increase in size next fiscal yr. Applicants must have an MLS from an ALA-accredited library school as well as 5 yrs.' professional experience in large, academic libraries. Ability to communicate clearly in both written and oral forms is essential. Preference will be given to persons with degrees and/or experience in computer/information science, planning, systems, and related disciplines, as well as to persons with successful supervisory experience or experience in technical services. Salary range $35,000—$45,000 annually and the position is open immediately. **Application deadline is Nov. 15.** Librarians at the University of Arizona have academic professional status with privileges equivalent to the teaching faculty, 12-mo. appointments (eligible for continuing status), 22 days' annual vacation, 10 university holidays, and several health care and retirement plans. To apply send a resume, including the names of 3 references, to: W. David Laird, University Librarian, **A349 Main Library, University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an EEO, AA employer.

Automation librarian & coordinator of technical services. (Search reopened.) Primary responsibilities: automated procedures, coordination of cataloging, acquisitions, and serials as well as planning for online catalog and circulation systems. Purchasing and fiscal control of materials budget. Additional duties: part-time reference, some nights and weekends. Collection development in specified subject areas, faculty liaison. Participation in long-range planning, use studies, and other special projects. Requirements: ALA-accredited library degree. Additional graduate degree (or extensive experience) in computer science and/or administration. Familiarity with academic library issues essential. 12-mo. contract. Salary minimum $20,000 depending on qualifications. Send resume to: Theresa Taborsky, Director, **Wolfgram Memorial Library, Widener University, Chester, PA 19013.**

Bibliographic instruction librarian. Major responsibility is to direct and expand the library instruction program. This includes the formal instruction, self-instruction, and faculty outreach programs. Other responsibilities are to serve in a support capacity to the primary online search librarian, share in reference desk schedule (daily, evening, weekend), and collection development. Requirements: ALA-accredited MLS, science or engineering degree or significant coursework or experience, and good interpersonal and communication skills. Position available immediately. **Initial screening of applications will begin Nov. 1.** Minimum salary for this classification is $15,300; however, qualified candidates displaying previous related work experience or special qualifications may negotiate a salary within the first quartile of the salary range. Applications accepted until position is filled. Please send letter of application, resume, and names of 3 references to: Lee J. Lebbin, **Library, Michigan Technological University, Houghton, MI 49931.** Michigan Technological University is an equal-opportunity educational institution, equal-opportunity employer.

Cataloger. Search reopened. Original cataloging of monographs, special collections materials, music, and university publications; edit-

ing of OCLC copy as required. Will assist in retrospective conversion project and revise filing in public catalog. Requires master's degree from ALA-accredited school and 1–2 yrs.' experience. Familiarity with AACR2, LC classification, and OCLC necessary. A subject master's and reading knowledge of foreign languages desirable. Position available immediately. **Deadline for applications Oct. 29.** Salary minimum $16,500; faculty appointment. Send letter of application, graduate transcripts, resume, and 3 letters of reference to: Marilyn McFadden, **University Libraries, Murray State University, Murray, KY 42071.** An equal-opportunity, affirmative-action employer.

Cataloging, University of Lowell Libraries. Duties: under the Division of Tech./Automation Svcs., plans, directs, & coordinates the activ. of a ctrl. cataloging dept. (4 FTE) incl. processing mat'ls. for 2 libs., maintenance & bibl. control for a public/union online catalog (ALIS II), continuation of Recon project. Also resp. for some orig. cataloging of scores, gov't. documents, nonprint, special collec., & the training & review of all lib. staff using OCLC & consortia staff using ALIS cataloging functions. Prepares budget & annual report & participates in collec. dvpt. as subject liaison. Qual.: ALA-accred. MLS, 3 yrs.' cataloging exp. on OCLC using AACR2, LC classification & subject headings, & one yr's. supvsy. exp. req. Exp. with an integrated online system such as ALIS II, LCS, GEAC, etc., pref. Consideration given for prof. involvement & achievement. Rank & salary: Librarian II ($22,645–$34,915) or Librarian III ($29,158–$41,324) depending upon qual. 12-mo. appt. Standard benefits. Librarians have faculty status. Anticipated starting date: Oct. 22. **Send resume, 3 references, & supportive mat'l. by Oct. 22** to: Ms. Bert Mulvey, Secretary, Office of the Director of Libraries, **O'Leary Library, University of Lowell, Wilder St., Lowell, MA 01854.** The University of Lowell is an equal-opportunity, affirmative-action, Title IX, 504 employer.

Catalog librarian for Middle Eastern and South Asian languages. (Search reopened.) The University of Arizona Library is seeking an experienced professional catalog librarian to be responsible for the original cataloging of monographs and serials in Middle Eastern and South Asian languages. The majority of the South Asian language materials are cataloged on OCLC. The Middle Eastern language materials are cataloged manually using both printed cards and original cataloging. Other cataloging responsibilities include supervising the copy cataloging by student assistants; serving on a catalog information desk; active participation in establishing policies and procedures for the catalog department. The Middle Eastern catalog librarian reports to the head of the catalog department and serves as a department liaison to the Oriental studies collection. The University of Arizona Library is a member of OCLC through the AMIGOS network. Automated methods of cataloging non-Roman materials are being explored. Requirements include: ALA-accredited library degree; working experience in a research library with AACR2, LC classification and LCSH; experience with OCLC or a similar utility, ability to transliterate using LC romanization tables. Primary language skill should be Arabic. Ability to catalog materials in Hindi, Urdu, Persian, and Pushto is also desired. Professional librarians at the University of Arizona Library are academic professionals and voting members of the faculty, have 12-mo. appointments, earn 22 vacation days a yr., and 12 days of sick leave. The beginning professional salary is $16,500; a higher salary can be negotiated depending upon qualifications and experience. **Send letter of application, resume, and names of 3 references by Nov. 30** to: W. David Laird, University Librarian, **University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an EEO, AA employer.

Catalog librarian. Librarian I (instructor) target level. Responsibilities: interpretation and implementation of AACR2, LCSH, DDC, MARC formats, and LC cataloging practice; assistance in determination of cataloging and catalog maintenance policy and procedures; OCLC cataloging operations including regular and retrospective conversion activities; syndetic structure of the catalog; original cataloging of printed materials; training personnel; some reference duties. Qualifications: master's degree from ALA-accredited program required. Preference will be given to applicants with a 2nd master's degree in a subject area. Experience relevant to the position and competence in a modern Romance language desirable. Salary: dependent on education and experience. Minimum of $16,500 for 9-mo. appointment at rank of Librarian I with MLS and 2nd master's degree. Summer conditional upon library needs. **Application deadline: Nov. 10.** Send letter of application, resume, transcripts, and 3 current letters of reference to: James Zink, Director, **Kent Library, Southeast Missouri State University, Cape Girardeau, MO 63701.** An equal-opportunity, M/F, affirmative-action employer.

Catalog librarian. Responsible under head of original cataloging for the cataloging of monographs and serials in all formats in history, political science, economics, and business. MLS from an ALA-accredited program. Working knowledge of at least one foreign language; Cyrillic and/or Japanese also desirable. Knowledge of LC classification schedules, subject headings, AACR2 and MARC formats. Experience with retrospective conversion of bibliographic records is desirable, as is experience in the cataloging department of a research library; knowledge of OCLC procedures and formats is desirable. Salary—$15,500 minimum or higher, depending on qualifications. **Apply by Dec. 1.** Send resumes to: Peggy Weissert, Library Personnel Officer, **221 Memorial Library, University of Notre Dame, Notre Dame, IN 46556.**

Circulation librarian. Responsible for supervising general circulation, reserves, and interlibrary loans. Directs staff of 4 full-time and 2 part-time nonprofessionals, and 35 student assistants. Schedule may include some evening and weekend hrs. Requires an ALA-accredited MLS, and appropriate supervisory experience. Collection management experience and familiarity with automated library systems desirable. Salary: $16,500+ depending on experience. **Send letter of application, resume, and the names, addresses, and telephone numbers of 3 references by Nov. 15** to: Mary J. Cronin, Director of Libraries, **Loyola University of Chicago, 6525 N. Sheridan Rd., Chicago, IL 60626.** Loyola University of Chicago is an equal-opportunity, affirmative-action employer.

ALA

Executive Director
American Library Association

The American Library Association, the oldest and largest national library association in the world, seeks an executive director who will provide leadership in a 39,000-member organization charged with promoting and improving library and information services, the advancement of the profession, and the free flow of information worldwide. As chief operating officer of the Association, reporting to its Executive Board, the executive director is responsible for administering a staff of approximately 220 persons and a budget of $12 million. Candidates should have demonstrated management experience; broad knowledge and understanding of libraries, information services, and related fields; and the ability to work with and relate to people in a wide variety of organizational and cultural environments. Minimum qualifications include a master's degree from an ALA-accredited program.

Salary range $70,000—$90,000 per year.

Position available Aug. 1, 1985. **Letter of application with resume should be sent by Dec. 1** to:

Executive Director Search Committee
American Library Association
50 E. Huron St.
Chicago, IL 60611

All replies will be held in strict confidence.
An affirmative-action, equal-opportunity employer

Collection management librarian. Search reopened. Faculty position in an urban university with academic and medical campuses. Requires ALA-accredited MLS and minimum 3 yrs.' experience, preferably in collection development, with degree or background in the social sciences. Responsible for coordination and development of collections to support curricula in broad areas of the social sciences; in the schools of Social Work, Education, Community and Public Affairs, and College of Humanities and Sciences. Librarian has major responsibility for making and maintaining faculty contacts. Must be able to work well with faculty, donors, students, and colleagues. Salary commensurate with qualifications and experience but not less than $18,000. Faculty rank and usual fringe benefits. **Send resume and names of 3 references by Oct. 15** to: Janet Dalberto, Chair, Search Committee, **University Library Services, Virginia Commonwealth University, 901 Park Ave., Richmond, VA 23284-0001.** VCU is an equal-opportunity, affirmative-action employer.

Conservation officer. Responsibilities: responsible for the leadership and management of the conservation program for the entire library system (excluding the Medical, Dental, and Law libraries). Plans, manages, and evaluates program components, which include: commercial binding operations, in-house mending and temporary binding, disaster preparedness, staff and user awareness, book-condition surveys, brittle book management (replacement, reproduction, etc.). Plans for the best use of the library's integrated system (NOTIS) for managing conservation matters. Helps monitor library's environmental conditions. Coordinates the use of the Cuneo Restoration Laboratory with the curator of special collections. Oversees preservation microfilming. Manages the commercial binding budget ($131,000 in FY 1985). Qualifications: demonstrated management skills. Training in preservation administration and hands-on conservation techniques; formal training preferred. Accredited MLS preferred. Ability to communicate effectively orally and in writing. Available: Feb. 1, 1985. Salary range: $20,000–$25,000. **Applications received by Nov. 30 will be considered.** To apply, send letter of application and resume, including names of 3 references, to: Lance Query, Director of Library Research, Analysis, and Personnel, **Northwestern University Library, Evanston, IL 60201.** An EEO, AA employer.

Creative arts librarian, Creative Arts Library, Montana State University. MSU is the state's land-grant institution with an enrollment exceeding 11,000 students. Position available: Jan. 1, 1985. Position description: the creative arts librarian reports to the assistant director

for public services of the MSU Libraries. Administers the Creative Arts Library (CAL), including slide room, and works closely with the faculty of the College of Arts and Architecture. Develops policies and procedures for circulation, acquisition, collection arrangement, collection development, reference, and reserves. Plans and executes orientation and bibliographic instruction programs. Prepares CAL budget. Participates in the selection, training, supervision, and evaluation of classified and part-time staff. May serve on library and campus committees. Qualifications: 1) MLS from an ALA-accredited institution required; 2) master's degree in relevant subject area required; MA in art history preferred; 3) professional library experience preferred; 4) evidence of professional creativity and initiative; 5) demonstrated leadership ability to: a) analyze problems and develop practical solutions, b) plan, organize, and implement work procedures, c) train, manage, and motivate staff; 6) demonstrated ability and willingness to communicate effectively, orally and in writing. Appointment and salary: tenure-track, FY position at assistant professor level. $18,000 minimum. Candidate must meet university requirements for promotion and tenure. **All application materials must be received or postmarked no later than Oct. 15.** Application procedures: please send letter of application, resume, and 3 letters of recommendation which specifically address the requirements for this position to: CAL Search Committee Chair, **Dean's Office, Roland R. Renne Library, Montana State University, Bozeman, MT 59717.** Montana State University is an affirmative-action, equal-opportunity employer and encourages applications from female, minority, and disabled persons.

Director of library & learning resources (search reopened). Supervision and management of library personnel in areas of cataloging, reference, circulation, and media services. Must be committed to interlibrary cooperation and support activity in OCLC, MLC, and regional networking. Prefer doctorate in library systems or appropriate discipline. Minimum requirements: MLS from ALA-accredited program and 3 yrs.' appropriate administrative experience in academic library; knowledge and use of computer technology for modernizing library systems. Appointment effective July 1, 1985 (date may be modified due to commitments of applicant). Salary range: $32,000 – $38,000. **For full consideration, send letter of application, resume, and names of 3 references by Oct. 26** to: Guy M. Lee, Chair, Search & Screen Committee, Director of Library & Learning Resources, **Saginaw Valley State College, University Center, MI 48710.** SVSC is an equal-opportunity, affirmative-action employer.

Extended campus services librarian (new position). Responsible for overall administration and provision of services of the Schaffner Library which serves the university college (a degree-granting unit of the university providing adult continuing education) and other extension programs on Northwestern's Chicago campus. Development of innovative public service programs including bibliographic instruction, online searching, and microcomputer-based services for continuing education students on the Chicago and Evanston campuses is a significant component of this new position. Qualifications: ALA-accredited MLS degree. At least 2 yrs.' relevant experience in academic library reference service, including bibliographic instruction and online searching; familiarity with a broad range of library computer applications and general administrative issues in academic libraries. Good communication skills, both orally and in writing, essential. Experience with library services for nontraditional student programs is highly desirable. Salary: $20,000 – $22,000. **Applications received by Nov. 15 will be considered.** Send letter of application and resume, including the names of 3 references, to: Lance Query, Director of Library Research, Analysis, and Personnel, **Northwestern University Library, Evanston, IL 60201.** An EEO, AA employer.

Head, Architecture and Allied Arts Library, University of Oregon. Assistant professor, or higher. Responsible for developing and administering policies for A&AA Library, coordinating and providing reference services, online information retrieval, course-related bibliographic instruction, and collection development. Supervise staff of 5 and student employees. MLS required, plus degree in one of the following: architecture, interior architecture, landscape architecture, urban & regional planning, art history, art education, fine and applied arts. Administrative and supervisory ability, analytical skills, strong oral and written communication skills, and demonstrated leadership qualities essential. Prefer progressively responsible experience in a research library and reading knowledge of a foreign language. Salary: $27,000 minimum for 12-mo. appointment, plus fringe benefits. **Submit letter of application, resume, and names of 4 references by Nov. 9** to: Thomas A. Stave, Personnel Librarian, **University of Oregon Library, Eugene, OR 97403-1299.** An AA, EO employer.

Head, Architecture and Environmental Design Library at Arizona State University (search extended). The library is located within the college of the same name and is staffed by one professional (the head), one paraprofessional, and student assistants. The librarian reports to the associate university librarian for public services and is responsible for management of the branch, collection development, reference and research assistance, bibliographic instruction, and liaison with the college and the main library. ASU, the nation's 6th largest public university, is celebrating its centennial year with the theme, "Excellence for a New Century." Required qualifications: ALA-accredited MLS; at least 2 yrs.' public service experience in an academic or research library; demonstrated managerial, communication, and interpersonal skills; subject expertise in one or more of the fields of architecture, art history, interior design, landscape architecture, urban design, and city planning. Preferred: administrative experience in a branch, unit, or department, preferably in an academic library. Salary: dependent on qualifications and experience ($21,000 minimum). **Send letter of application which addresses each of the qualifications listed above, a current resume, and the names, addresses, and telephone numbers of 4 recent references by Oct. 29 (postmark accepted)** to: Constance Corey, Assistant University Librarian, **Hayden Library, Arizona State University, Tempe, AZ 85287.** Copies of the complete announcement of vacancy may be requested from the same person. ASU is a committed equal-opportunity, affirmative-action employer. Minorities are encouraged to apply.

Head catalog librarian. Seek energetic, growth-oriented professional for permanent tenure-track faculty appointment available Dec. 1. Responsible for overall management of WLN-based cataloging unit processing approx. 10,000 titles/yr.; perform original cataloging with emphasis upon business, technology, and social sciences; supervise one professional and 3 support staff. Requires ALA-accredited MLS, knowledge of a Romance language, minimum 2 yrs.' previous experience in a professional position involving original cataloging, use of a bibliographic utility, and supervision. Salary $17,000 minimum plus liberal faculty benefits including relocation assistance. Send resume and 3 recent references to: Robert L. Burr, Director, **Crosby Library, Gonzaga University, Spokane, WA 99258.**

Head government documents librarian, University of Nevada, Las Vegas. (Search reopened.) Duties: coordinating the reference service, collection development, acquisitions, and bibliographic control for federal, state, local, and international documents; supervising 2 classified staff and several student assistants; developing goals and objectives for the government documents collection; producing bibliographic guides; performing library orientation/instruction and online searching; and preparing and monitoring a budget for the unit. Serves as member of the Library Administrative Council. Requirements: ALA-accredited MLS; demonstrated supervisory, planning, and communication skills; knowledge of federal and international organization documents; and the ability to relate harmoniously with users and staff. Full-time professional experience in a federal depository documents collection essential. Understanding of online searching and an advanced degree are desirable. Minimum salary: $21,000. Tenure-track, faculty status, 12-mo. appointment, 24 days' vacation, fringe benefits. **Send letter of application, resume, names, addresses, and phone numbers of 3 references by Nov. 15** to: Mary Dale Deacon, Director of Libraries, **University of Nevada, Las Vegas, 4505 Maryland Pkwy., Las Vegas, NV 89154.** The University of Nevada, Las Vegas, is an equal-opportunity, affirmative-action, Title IX, 504, 402 employer.

Head, monograph cataloging, University of Cincinnati Libraries. (Search reopened: salary upgraded.) Responsible for organizing and supervising the work of the monograph cataloging and classification unit of the central processing catalog department, for formulating policies and coordinating monograph cataloging done by members of other units, and for some original cataloging. Reports to the head of the catalog department. Supervises librarians, support staff, and students assigned to the monograph cataloging unit and coordinates procedures for monograph cataloging done by staff in other units (includes all MARC formats except serials). May act as head of the department when the latter is absent. Plans are underway to automate the cataloging and circulation functions of the libraries. BLIS software for the online catalog will be loaded in late fall 1984. Qualifications: master's degree in library science from an ALA-accredited program. Minimum of 3 yrs.' cataloging experience using Anglo-American Cataloguing Rules, Library of Congress classification schedules and subject headings; including 2 yrs.' experience working with the OCLC system. Demonstrated supervisory and leadership ability. Demonstrated ability to communicate clearly, both orally and in writing. Demonstrated ability to work with other library staff at the support and unit/department head level. Reading knowledge of one or more foreign languages. Experience or demonstrable interest in assisting the public in the use of bibliographic records. Minimum salary: $18,000—rank and salary commensurate with qualifications and experience. **Send resume with cover letter and names of 3 references, postmarked by Oct. 31,** to: Sharon Tuffendsam, Libraries Personnel Officer, **University of Cincinnati, Cincinnati, OH 45221-0033.** The University of Cincinnati is an affirmative-action, equal-opportunity employer.

Head of technical services (Librarian III). Land-grant institution serving over 9,000 students and member of Tri-College University (North Dakota State University, Moorhead State University, Concordia College) and Minnesota State University System's online catalog. Position is responsible for the administration of all technical services operations (5 professionals and 14 support staff). Reports to the director and assists in librarywide planning and policy formation. Qualifications include at least 5 yrs.' progressively responsible technical service experience in an academic library, MLS degree from an ALA-accredited program, and successful experience in supervision and with automated library systems. Needs to relate with sensitivity to staff at all levels and be responsive to needs and concerns of other library units. Desirable qualifications include work in more than one technical services area and experience with OCLC, AACR2, LC classification, and online catalogs. Salary and benefits: $22,500+ DOE; TIAA/CREF; Blue Cross – Blue Shield. **Application deadline: Nov. 15.** Submit letter of application, current resume, and names and addresses of 3 references to: **Personnel Office, North Dakota State University, Fargo, ND 58105.** NDSU is an equal-opportunity institution.

Head, rare books & special collections department. Administers, develops, and promotes the special collections, which feature the Cordell Collection of Dictionaries (nearly 10,000 volumes representing the entire history of Western lexicography) and the Eugene V. Debs collection (manuscripts, pamphlets, and books). Required: ALA-accredited MLS and an advanced degree in the humanities or social sciences, demonstrated leadership ability with strong emphasis on interpersonal skills, creativity, demonstrated writing and speaking ability, and 3 yrs.' experience in libraries or related areas. Desirable: PhD, 2 yrs.' experience in rare books or a related field; proficiency in 2 languages, preferably one classical and one modern; and knowledge of analytical and descriptive bibliography and lexicography. Salary: minimum $22,500, negotiable depending on qualifications and experience. 12-mo. appointment, faculty status, attractive fringe benefits. **Applications must be postmarked on or before Oct. 29 to ensure consideration.** Send letter of application, resume, and names, addresses, and telephone numbers of 3 current references to: Ron G. Martin, Chair, Library Search Committee, **Indiana State University, Terre Haute, IN 47809.** An equal-opportunity, affirmative-action employer.

Head science-engineering librarian. The University of Arizona is seeking a professional librarian to administer its Science-Engineering Library. Responsibilities include supervision of 6.5 professional librarians and 7 career staff members; administration of reference service, online searching, bibliographic instruction, and collection development; and supervision of the catalog maintenance office and the current periodicals and microforms room in the Science-Engineering Library. The Science-Engineering Library is a separate branch within the library system and houses 350,000 vols. and over 1 million microforms covering all fields of the pure and applied sciences except clinical medicine. A land-grant university with an enrollment of 31,000, the University of Arizona is nationally recognized for its scientific research and education programs and offers 51 doctoral programs in the sciences and engineering. Applicants for this position must have an ALA-accredited degree; demonstrated supervisory, planning, and communication skills; and at least 3 yrs.' progressively responsible experience in an academic or special library public service area. Candidates with substantial supervisory experience will be given preference. Science library experience, an academic background in the sciences, and knowledge of computers and library online systems are desirable. The position is available beginning March 1, 1985. Minimum salary is $28,000; higher salary is negotiable depending on qualifications and experience. Librarians at the University of Arizona have academic professional status, are voting members of the faculty, and may take up to 15 days' professional leave per year. They have 22 days' paid vacation, 12 days' sick leave, and 10 holidays. A standard package of fringe benefits is available. **By Nov. 15,** a letter of application, resume, and names of 3 references should be sent to: W. David Laird, University Librarian, **University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an EEO, AA employer.

Latin American serials cataloger. Available: March 15, 1985. Salary range for assistant librarian: $14,162 – $25,200; salary range for associate librarian: (5 yrs.' professional experience) $17,139 – $30,400. Initial appointments can be made up to the mid-range level depending on experience. Responsibilities: catalog serials originally or with copy in all subjects and languages for the Latin American collection. Upgrade serial records in the OCLC database with CONSER authorization. Participate in professional activities of the serials cataloging section and aid in general serials cataloging as needed. Qualifications: ALA-accredited MLS and knowledge of Spanish and one other modern European language required; Latin American area studies background preferred. Benefits: 12-mo., tenure-track appointment, with faculty status. 22 working days' vacation per yr., 8 holidays, and state retirement plan at no cost to the employee (optional retirement program also available including TIAA/CREF and 3 other options), Blue Cross – Blue Shield group plan. Course tuition waiver per semester. No local or state income tax. **Send complete resume with names of 5 references by Nov. 15** to: James H. Renz, Associate Director for Technical Services and Bibliographic Control, **University of Florida Libraries, Gainesville, FL 32611.** The University of Florida complies with Section 503, the Rehabilitation Act of 1973, and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974.

Librarian, head of Textiles Library at North Carolina State University. School of Textiles. Duties include collection development, reference services, current awareness services, online search service, library instruction, and library planning. Supervise one professional assistant and 2 clerical positions. The library collection includes 20,000 vols., 860 serial titles, and 422 media items in fields of textiles, chemistry, and polymer science. Qualifications: applicants must have an MLS degree, experience in DIALOG searching, strong communication skills, and demonstrated ability to organize and supervise the work of a progressive department. A 2nd master's degree in the sciences is preferred. Benefits: 24 working days' vacation, 12 days' sick leave, state retirement, group insurance and hospitalization programs. Position carries faculty status—non-tenure-track. Salary: $25,000 depending upon qualifications. **Apply before Nov. 14** to: William C. Lowe, Chair, Search Committee, **D. H. Hill Library, North Carolina State University, Box 7111, Raleigh, NC 27695-7111.** Include resume and names and addresses of 3 references. North Carolina State University is an equal-opportunity, affirmative-action employer.

Librarian in college history and archives collection, a department of the college library. 2nd professional position in the department. Master's degree in library science or related disciplines. Experience desirable. Hiring range $17,000 – $21,000. Position available Dec. 1. **Application, resume, and names of 3 references by Nov. 1** to: Anne C. Edmonds, College Librarian, **Mount Holyoke College Library, South Hadley, MA 01075-1493.** An equal-opportunity, affirmative-action employer.

Librarian II/head, general reference services. Administers 3 service units comprising general reference services: general reference, undergraduate reference, government documents/maps, and divisionwide computer-assisted research services (CARS); assists in planning, development, and coordination of divisionwide reference services policies and procedures. Qualifications required: MLS from ALA-accredited program; 4 yrs.' progressively responsible professional library experience, at least 2 of which have been in a managerial position; demonstrated abilities to work with staff and patrons in developing, implementing, maintaining reference services, preferably in academic setting; demonstrated awareness of current trends in reference services. Preferred: experience with incorporating changes (ex.: resulting from development of online catalog) into reference services. Salary: $25,543 minimum; excellent fringe benefits. **For full consideration, submit resume and names of 3 references by Oct. 31** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** AA, EOE.

Online searching/programming librarian for a small academic library. MLS from ALA-accredited library school. 1 – 2 yrs.' experience with online searching with DIALOG, and in PSYCH ABSTRACTS and MEDLARS. Experience with IBM PC would be helpful. Psychology background helpful, but not necessary. Other varied duties as assigned. Salary approximately $16,000. OPEN IMMEDIATELY. Send resume/credentials to: Donna Bush, Director, Library Services, **Forest Institute of Professional Psychology, 1717 Rand Rd., Des Plaines, IL 60016.**

Online services librarian, University of Nevada, Las Vegas. Duties: planning, developing, publicizing, and evaluating online database services; coordinating use of an IBM PC; planning and evaluating searcher training; co-

Positions Open continued on p. 641.

Deputy University Librarian and Associate Dean
University of Southern California

The University of Southern California invites applications and nominations for the position of deputy university librarian and associate dean. USC is a private, urban university with approximately 25,000 national and international students in undergraduate, graduate, and professional disciplines. The university librarian and dean is the chief administrative officer for a library system consisting of Doheny Main Library and 11 branches, with 5 independent libraries, and reports to the provost. The aggregate holdings total in excess of 2.2 million vols. and 1.4 million microforms, and there is a staff of 50 librarians and approximately 300 support personnel.

RESPONSIBILITIES. Serve as the deputy administrator responsible for day-to-day operations, reporting directly to the university librarian; provide bold and imaginative leadership in enhancing a major research university library system, utilizing traditional as well as new and innovative technologies; participate in planning and evaluating policies and procedures which support the university's academic objectives and programs; implement further appropriate information technologies; maintain close communication between the various library departments, branches, and their respective heads; supervise all library personnel; coordinate the activities and supervise the library administrative personnel; assist in planning and directing the library budget; administer the library personnel process; and other duties as assigned by the university librarian.

QUALIFICATIONS. An appropriate advanced degree, preferably a doctorate in an established discipline, or an accredited MLS plus a 2nd graduate degree; extensive experience relevant to the design, development, and operation of a substantial academic/research library; demonstrated understanding of the responsibilities of a library system that meets the needs of those engaged in teaching, research, and scholarly activities in a university; knowledge of current trends and applications of library information technologies; proven leadership and motivational abilities; superior communication skills; demonstrated success as an advocate within a university or related community, and within a library community; evidence of continuous growth through scholarly publication and active participation in the individual discipline and/or profession. Salary range is $55,000 – $64,500.

Review of applications begins on Nov. 1. Date of appointment effective July 1, 1985. Send letters of nomination or application (with resume and 3 professional letters of reference) to the: **Chair, Deputy University Librarian Search Committee, Office of the Provost, ADM 102, University of Southern California, Los Angeles, CA 90089-4019, Attn.: Janet K. Chaudhuri, Assistant Provost.**

USC is an affirmative-action, equal-opportunity employer.

DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

October

11-14: *Reg'l. Inst. on Nonbk. Mat'ls.*, Washington-Plaza Hotel, Washington, D.C. Spons., ALA/RTSD. Fee, $215 RTSD mem.; $240 ALA mem.; $265 nonmem. *Enrollment limited to 150.* Info.: B. Drewett, ALA/RTSD, 50 E. Huron St., Chicago, IL 60611 (312-944-6780, x311).

12-13: *Annual Ed'l. Computer Fair*, Cleveland, Ohio. Spons., Ed'l. Computer Cnsrtm. of Ohio. Info.: A. Fredman, Dir., ECCO, 4777 Farnhurst Rd., Cleveland 44124 (216-291-5225).

12-13: *Int'l. Children's Authors Symposium*, Hilton Inn, Little Rock, Ark. Spons., Ctrl. Ark. Lib. System; Friends of the Ctrl. Ark. Lib. Syst. Info.: E. Ambrose, Ctrl. Ark. Lib. Syst., 700 Louisiana, Little Rock 72201 (501-370-5954).

15-17: *Annual Teleconf'g. Users* conf., Anaheim, Calif. Info.: P. Portway, Conf. Dir., Applied Bus. Communications, 5 Crow Canyon Ct., Suite 209, San Ramon 94583 (415-820-5563).

15-17: *Int'l. Conf. on the Future of Optical Memories, Videodisks, & Compact Disks to the Yr. 2000*, New York, N.Y. Spons., Rothchild Consultants. Fee, $795. Info.: J. Spilman, Technol. Oppty. Conf., POB 14817, San Francisco, CA 94114-0817 (415-626-1133).

15-18: *Census Bureau Statistical Resources for Lns.* course, Howard Johnson's Crystal City – Airport, Arlington, Va. Spons., Bureau of the Census. Fee, $130. Info.: D. Chin, User Trng. Branch, Data User Svcs. Div., Bureau of the Census, Washington, DC 20233 (301-763-1510).

16: *Mktg. Online Info. Svcs.* seminar, New York, N.Y. Spons., Nat'l. Fed. of Abstracting & Info. Svcs. Fee, $130 NFAIS mem.; $160 nonmem. Info.: NFAIS, 112 S. 16th St., Philadelphia, PA 19102 (215-563-2406).

16: *Wkshp. on Prsrvn. & Cnsrvn. of Lib. & Archival Mat'ls.*, Chicago, Ill. Spons., Midwest Coop. Cnsrvn. Prog., et al. Info.: Prsrvn. Wkshp., Ctr. for Research Libs., 5721 Cottage Grove Ave., Chicago 60637 (312-955-4545).

16-18: EUSIDIC annual conf., Baden, Austria. Theme, "Info. As an Exploitable Resource." Info.: H. Henderson, EUSIDIC Secretariat, POB 429, London, England W4 1UJ (01-546-7968).

16-18: *Improvement of Ref./Info. Svcs.* course, Div. of Lib. Dvpt. & Svcs., Md. State Dept. of Ed., Baltimore. Spons., Md. State Dept. of Ed./Div. of Lib. Dvpt. & Svcs. Info.: L. Seward, Div. of Lib. Dvpt. & Svcs., MSDE, 200 W. Baltimore St., 21201 (301-659-2137).

16-19: *Basic Lib. Mgmt. Skills* inst., Allerton Hotel, Chicago, Ill. Spons., Assn. Research Libs./Off. Mgmt. Studies. Fee, $300. Info.: D. Reilly, Off. Mgr., ARL/OMS, 1527 New Hampshire Ave. NW, Washington, DC 20036 (202-232-8656).

16-19: *Emergency Plng. for Museums, Galleries, & Archives* prog., Victoria, B.C. Spons., B.C. Provincial Museum. Info.: Trng. Off., B.C. Provincial Museum, 609 Superior St., Victoria, B.C. V8V 1X4 Canada (604-387-5593).

17: *Newsletter* wkshp., The Wisconsin Ctr., U. Wis.-Ext., Madison. Also available Oct. 24 at UW-La Crosse. Spons., UW-Ext./Communications Prog. .6 CEUs available. Fee, $65. Info.: M. Cooke, Prog. Coord., UW-Ext./Communications Prog., Rm. 218, Lowell Hall, 610 Langdon St., Madison 53703 (608-262-4911).

17-19: *Annual Wkshp. for Netwk. Lns.: Srvg. the Blind & Physically Handicapped*, Fort Lauderdale, Fla. Info.: J. Block, Broward Co. Talking Bk. Lib., 100 S. Andrews Ave., Fort Lauderdale 33301.

18: *Designing an Inhouse Database: Issues & Techniques* prog., Los Angeles, Calif. Spons., Special LA. Info.: D. Strehl, Los Angeles Pub. Lib. System, 630 W. Fifth St., 90071 (213-626-7555).

18-19: *Database Mgmt. Systems for Microcomputers* seminar, Chicago, Ill. Also on Oct. 29 – 30 in Stamford, Conn.; & on Nov. 8 – 9 in Philadelphia, Pa. Spons., The Amer. Inst. for Prof. Ed. 1.5 CEUs available. Fee, $595. *Enrollment limited.* Info.: AIPE, Carnegie Bldg., 100 Kings Rd., Madison, NJ 07940 (201-377-7400).

19: *New Info. Technols. & Libs.* wkshp., CLIS, Drexel U., Philadelphia, Pa. Spons., Drexel U./CLIS. Fee, $130. Info.: J. Goldwater, CLIS, Drexel U., 19104 (215-895-2153).

19: *Tchg. Lib. Concepts* wkshp., CLIS, Drexel U., Philadelphia, Pa. Spons., Drexel U./CLIS. Fee, $95. Info.: see Oct. 19 above.

19-20: *The Curric. Connection: Sci. & the Lib./Media Ctr.* inst., Calif. State U., Los Angeles. Spons., Calif. Media & Lib. Educators Assn./Southern Section. Fee, $35. Info.: J. Minami, Los Angeles Unified Schl. District, 1320 W. Third St., 90017 (213-625-6485).

19-20: *Everyman's Access to Info. in the New Info. Age* conf., SLIS, U. Wis., Madison, Spons., UW-Madison/SLIS. No fee. Info.: W. Williamson, SLIS, UW-Madison, 600 N. Park St., 53706 (608-263-2900).

19-20: *The Illustrator as Storyteller: Conf. on Picture Bks. as Social, Cultural, Historical Doc'ts.*, U. Chicago, Ill. Spons., U. Chicago/GLS. No fee. *Regis. limited to 100.* Info.: E. Greene, Proj. Dir., GLS, UC, 1100 E. 57th St., 60637.

20: Annual Authors' Symposium, U. of the Pacific, Stockton, Calif. Spons., San Joaquin Co. Authors' Symposium, Inc. Theme, "Much Ado About Bks." .5 CEUs available. Fee, $25 w/o CEUs; $50 w/CEUs. Info.: San Joaquin Co. Authors' Symposium, Inc., POB 4905, Stockton 95204 or Off. of Life-Long Lrng., U. Pacific (209-946-2424).

24: *Online Srchg.* wkshp., Arlington, Va. Spons., Amer. Psychological Assn. Info.: PsycINFO User Svcs. (703-247-7829 or 800-336-4980).

Regional and Specialized Library Association Conferences to Note:

Nevada LA Ely	Oct. 11 – 13
Ore. Ed'l. Media Assn. Corvallis	Oct. 11 – 13
W.V. LA Harpers Ferry	Oct. 11 – 13
Ala. Instruc'l. Media Assn. Prattville	Oct. 12 – 13
Wash. Lib. Media Assn. Yakima	Oct. 12 – 13
Pa. LA Lancaster	Oct. 14 – 17
Assn. of Records Mgrs. & Admin. Calgary, Alberta	Oct. 15 – 18
Ia. LA Des Moines	Oct. 17 – 19
Southeastern/Miss. LAs (jt. conf.) Biloxi, Miss.	Oct. 17 – 19
Ohio LA/Ohio Ed'l. Media Assn. (jt. conf.) Columbus	Oct. 18 – 20
Mid. Atlantic Reg'l. Lib. Fed. Baltimore, Md.	Oct. 21 – 24
N.Y. LA Kiamesha Lake	Oct. 21 – 24
ASIS Philadelphia, Pa.	Oct. 21 – 26
Wis. LA La Crosse	Oct. 24 – 26
Mich. Assn. for Media in Ed. Grand Traverse Vlg.	Oct. 25 – 28
Mo. Assn. of Schl. Lns. Kansas City	Nov. 1
Nebr. LA Kearney	Nov. 1 – 2
Midwest Archives Conf. Kansas City, Mo.	Nov. 1 – 3
Va. LA Norfolk	Nov. 1 – 3
Mich. LA Detroit	Nov. 2 – 4

COMING UP

Executive Board Fall Meeting	Oct. 24–25, 1984
AASL Conference Atlanta, Ga.	Oct. 31–Nov. 4, 1984
ALA Midwinter Washington, D.C.	Jan. 5–10, 1985
National Library Week	April 14–20, 1985
ALA Annual Conference Chicago, Ill.	July 6–11, 1985
IFLA General Conference Chicago, Ill.	Aug. 18–24, 1985

25-26: *Automated Lib. Oper.: Systems & Appl.* course, George Washington U., Washington, D.C. Spons., GWU/Cont. Engineering Ed. Prog. CEUs available. Fee, $625. Info.: D. Aldridge, Cont. Engineering Ed. Prog., GWU, 20052 (800-424-9773; 202-676-8518; or TELEX 4992135).

25-28: African Studies Assn./Archives-Libs. Committee fall mtg., Los Angeles, Calif. To incl. mtg. of the Coop. Africana Microform Proj. Info.: G. Walsh, African Studies Lib., Boston U. Lib., 771 Commonwealth Ave., Boston 02146.

26: *Database Dvpt. & Use by Students & Faculty: A Hands-On Approach* course, Goucher Col., Towson, Md. Spons., Md. State Dept. of Ed./Div. of Lib. Dvpt. & Svcs. Info.: I. Stancil, Div. of Lib. Dvpt. & Svcs., MSDE, 200 W. Baltimore St., Baltimore 21201 (301-659-2132).

26-27: *Oral History for Lns. & Archivists* wkshp., Int'l. Grad. Schl., St. Louis, Mo. Spons., U. Mo.-Columbia; Int'l. Grad. Schl. Info.: Int'l. Grad. Schl., 55 Maryland Plaza, 63108 or M. Patterson (919-772-7364).

28-31: *Annual Libs. & the Microcomputer: A Midwest Inst. & Microcomputer Fair,* Ramada Inn Conv. Ctr., Champaign, Ill. Spons., CATALIST (Ctr. for the Appl. of Technol. for the Admin. of Lib. Svc. & Trng.), et al. Info.: S. Moreo, Exec. Dir., CATALIST, 803½ Hollycrest Dr., Champaign 61821 (217-352-7475).

29: *Wkshp. on Persnl. Policies,* Litchfield (Conn.) Pub. Lib. Spons., Conn. Task Force on Due Process. Info.: J. Simpson, Exec. Secy., CLA, State Lib. Bldg., Rm. L216, 231 Capitol Ave., Hartford 06106 (203-278-6685).

29-31: Online '84 conf., San Francisco (Calif.) Hilton & Tower. Spons., Online, Inc. Theme, "The Next Horizon." CEUs available. Fee, $305. Info.: T. Heinrichs, Online, Inc., 11 Tannery Lane, Weston, CT 06883 (203-227-8466 or 800-824-7888, operator 982).

30-31: *Getting on the Air* reg'l. inst., Norfolk, Va. Spons., ALA/Lib. Admin. & Mgmt. Assn. (LAMA); Va. LA. Info.: R. Parent, Exec. Dir., LAMA, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x299).

30 – Nov. 2: *EDUCOM '84* annual conf., Hyatt Regency, Cambridge, Mass. Theme, "From Microcomputers to Supercomputers —New Challenges for Higher Ed." Info.: EDUCOM, POB 364, Princeton, NJ 08540 (609-734-1870 or 1915).

November

1: BRS Users annual mtg., Boston, Mass. Theme, "Will End Users Take Over the Terminal?" Info.: C. Mayc, Bibl. Retrieval Svcs., 1200 Rte. 7, Latham, NY 12110 (518-783-1161).

1-2: DIALOG Users annual conf., San Francisco, Calif. Spons., DIALOG Info. Svcs., Inc. Theme, "Update '84." Fee, $150. Info.: DIALOG Info. Svcs., Inc., 3460 Hillview Ave., Palo Alto 94304.

1-4: Amer. Assn. for the Advancement of Slavic Studies nat'l. conv., Vista Int'l. Hotel, New York, N.Y. Info.: AAASS, History Dept., Stanford U., Stanford, CA 94305 (415-497-9668).

2: 1984 Fall Festival of Chldrn.'s Bks., Carnegie Lib. of Pittsburgh (Pa.). Spons., Carnegie Lib. of Pittsburgh. Theme, "The Past as Prologue: 2 Decades of Chldrn.'s Bks." Info.: Carnegie Lib. of Pittsburgh, 4400 Forbes Ave., 15213 (412-622-3102).

2-4: *First Annual Reg'l. Ed'l. Software Infomart* conf., Penta Hotel, New York, N.Y. Spons., Nat'l. Ed'l. Software Symposium, Inc. Intended for educators in the NYC tri-state area. Info.: N. Kurtis, Nat'l. Ed'l. Software Symposium, Inc., 225 E. 57 St., 17H, 10022 (212-688-8904).

4-9: *Adv. Lib. Mgmt. Skills Inst.*, Annapolis, Md. Info.: see Oct. 16-19.

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Positions Open continued from p. 639.

operating with the systems librarian in developing automation plans; preparing statistical reports for online database services, demonstrating online database searching; serving as a resource person for other searchers; and participating in general reference desk duty and collection development. Requirements: ALA-accredited MLS; 2 yrs.' academic library experience; demonstrated planning, analytical, interviewing, and communications skills; proficiency in online database searching; knowledge of searching principles, database structures, and reference sources; and the ability to develop innovative services and relate harmoniously with users and staff. Advanced degree desirable. Minimum salary: $19,000, tenure-track, faculty status, 12-mo. appointment, 24 days' vacation, fringe benefits. **Send letter of application, resume, names, addresses, and phone numbers of 3 references by Oct. 31** to: Mary Dale Deacon, Director of Libraries, **University of Nevada, Las Vegas, 4505 Maryland Parkway, Las Vegas, NV 89154.** The University of Nevada,

Associate University Librarian for Public Services
Arizona State University

The Arizona State University Libraries are seeking candidates for the newly created position of associate university librarian for public services. The successful candidate will report to university librarian Donald G. Riggs, be responsible for the leadership and management of all public service units, and participate in overall library planning and policy formulation.

Required qualifications include an ALA-accredited MLS degree; successful administrative experience at the department-head level or above in public services in a university library; a minimum of 7 yrs.' progressively responsible experience in an academic/research library; demonstrated leadership qualities; strong analytic, communication, and interpersonal skills; experience in creating and implementing new public service programs; knowledge of the latest issues and trends in academic librarianship; knowledge of bibliographic instruction and online systems; evidence of university service, research, and/or participation in professional associations. Preferred experience: fiscal, personnel, and other administrative responsibility in 2 or more public service areas; supervision of a large staff; involvement in both undergraduate and graduate programs in an ARL library.

ARIZONA STATE UNIVERSITY AND ITS LIBRARIES: ASU's mission is to continue development as a major research university and to become competitive with the best public universities in the nation. Toward that end, the libraries have experienced dynamic growth during the past 5 yrs., adding 55 new positions and increasing the materials budget from $1.7 million to the current $3.1 million. A new science and engineering library was occupied in 1983, and the other libraries are being remodeled. The libraries are creating a total online integrated system using Tandem hardware and DataPhase software. Collections total 1.8 million vols. and 1.6 million microform units. Of the 243 FTE staff, 127 are employed in public services. Membership is held in ARL, CRL, AMIGOS, and OCLC. The total budget is $7 million. ASU, with 40,000 students, is the nation's 6th-largest university and is located near Phoenix, the nation's 9th-largest city.

Salary: $40,000 minimum, depending on qualifications. TIAA/CREF or state retirement plan; annual paid leave of 22 days' vacation, 12 days' sick leave, and 10 holidays; tuition remission for employee and family at all 3 Arizona universities. Librarians serve on university governance committees and are eligible for continuing employment status and sabbatical leave.

Applicants must include documentation or evidence of specific qualifications and short statements (no more than 2 pages each) concerning 1) their philosophy of public service and 2) what new public service programs they have implemented and are interested in implementing. Recruitment will remain open until the position is filled. **To ensure consideration, applications should be received by Oct. 29,** when review will begin. Send letter of application, resume, supporting documents, and a list of 4 recent references to: **Constance Corey, Assistant University Librarian, Hayden Library, Arizona State University, Tempe, AZ 85287.**

ASU is a committed equal-opportunity, affirmative-action employer. Minorities are encouraged to apply.

Las Vegas, is an equal-opportunity, affirmative-action, Title IX, 504, 402 employer.

Reference librarian. Primary responsibilities include general reference desk work, bibliographic instruction to both graduate and undergraduate students, some selection responsibilities, and evening/weekend reference duty. Some online searching is involved as well as production of bibliographies for general use. Academic experience is desirable. Requirements: MLS from ALA-accredited library school; good written and oral communication skills; willingness to deal with the public and to cooperate with fellow employees; must be service-oriented. Full-time, 12-mo. position; rank and tenure eligibility; salary minimum $15,000. TIAA/CREF. Send resume and names of 3 references to: Kathy Essary, Chair, Library Search Committee, **University of Arkansas at Little Rock, 33rd and University, Little Rock, AR 72204.** An EEO, AA employer.

Reference librarian: 2 positions. Duties for both positions: serve at the reference desk, including one night per week and one Sunday per mo. Participate in bibliographic instruction program. Participate in reference and general collection development. Conduct online bibliographic searches. Minimum qualifications for both positions: ALA-accredited MLS and excellent oral and written communication skills. Successful candidates will be able to work effectively with students and faculty and will be committed to promoting library services and materials to the academic community. Specific positions are: 1) **Reference/circulation librarian:** directs the circulation and interlibrary loan functions of Kimbel Library. Supervises all public services functions in the absence of the public services librarian. Qualifications: 2 yrs.' library experience, including reference experience, required. Experience and/or strong interest in computer applications required. Experience with circulation, interlibrary loan, bibliographic instruction, and computer searching highly desirable. Supervisory experience and strong organizational skills desirable. Minimum salary: $18,500. 2) **Reference/nonprint librarian** (new position): directs the work of Kimbel Library's media collection (audiovisual materials, textbooks, maps), including reference, collection development, circulation, and other services (no media production). Qualifications: 1–2 yrs.' reference experience strongly desired, but not required. Audiovisual experience and bibliographic instruction experience highly desirable. Computer search experience and supervisory experience desirable. Entry-level candidates will be considered. Minimum salary: $17,000. Both positions available Nov. 16; starting dates negotiable. Salary and equivalent faculty rank commensurate with qualifications and experience. Coastal Carolina College is a growing, 4-yr. campus of the University of South Carolina located 9 miles west of Myrtle Beach. **Send application, vita, and 3 letters of reference by Oct. 15** to: Janis W. Chesson, Assistant Chancellor for Academic Affairs/Affirmative-Action Coordinator, **USC-Coastal Carolina College, POB 1954, Conway, SC 29526.** An equal-opportunity, affirmative-action employer.

Senior serials cataloger. Reports to head of cataloging department and is responsible for cataloging and classifying new serial titles and title changes; recataloging and/or classifying serial titles; training and directing one FTE serials cataloger and training and supervising student assistants and support staff as required; assisting in the development and implementation of serial cataloging policies/procedures and assisting head of department in maintaining a department manual; serving as liaison for serial cataloging activities with other units/departments within the library; directing retrospective conversion of serials. ALA-accredited MLS, 2 yrs.' professional serials cataloging experience, experience with OCLC, thorough knowledge of LC subject headings and classification, AACR2 and 1, MARC formats and cataloging conventions are required. Experience with retrospective conversion of serials, knowledge of one foreign language, and academic library experience are preferred. Salary dependent upon qualifications. Minimum: $17,760. Faculty rank, 12-mo. tenure-track position; TIAA/CREF, vacation of 22 working days. KSU, with an enrollment of 19,000 students, is located in the scenic Flint Hills of northeastern Kansas. KSU Libraries contains almost 1 million cataloged vols. and has a materials budget in excess of $1.5 million. Position available Jan. 1, 1985. **Deadline for application: Nov. 15.** Send letter of application, resume, and names and addresses of 3 relevant references to: Ann Scott, Assistant Director for Administrative Services, **Kansas State University Libraries, Manhattan, KS 66506.** Kansas State University is an equal-opportunity, affirmative-action employer.

Serials, assistant department head. Dartmouth College Library is seeking qualified applicants for the newly created position of assistant head for the serials department, one of 4 bibliographic control departments responsible for the technical services functions for the library system of 8 libraries. The serials department coordinates and maintains the acquisitions, bibliographic control, and binding operations for the entire centrally received serials collection of 19,000 titles. Under the general direction of the serials librarian, the assistant serials librarian is directly responsible for supervising the bibliographic control activities of the department and coordinating bibliographic control activities for serials performed in other technical service areas with the bibliographic control operations of the serials department. Provides administrative assistance to the department head and contributes to the planning and management of the department and bibliographic control. Qualifications: required are an ALA-MLS; a minimum of 3 yrs.' post-MLS experience in an academic or research library, some of which must have been in serials cataloging or serials acquisitions; experience with RLIN or another automated system; and familiarity with AACR2 and the LC interpretations as applied to serials. Salary and rank commensurate with experience and qualifications with a minimum salary of $18,500 for a Librarian II. **Send resume by Oct. 31** to: Phyllis E. Jaynes, Director of User Services, **115 Baker Library, Dartmouth College, Hanover, NH 03755.** Dartmouth College is an AA, EEO, M/F employer.

Serials/periodicals, University of Lowell Libraries. Duties: under the head of tech./automation svcs. & working with the periodicals librarian, responsible for investigating/recommending/implementing suitable automated check-in/claims/routing system; reviewing/recommending lib.'s participation in OCLC union listing, inclusion of periodicals holdings in lib.'s online catalog; dvpg./maintaining serials/periodicals collec.; participating in preparing mat'ls./maintaining budget for dept. Qual.: ALA-accred. MLS; 3 yrs.' exp. in serials in an academic, special, or research lib.; one yr.'s supvsy. responsibility, familiarity w/OCLC MARC-S required. Exp. with an automated serials check-in system (OCLC, LINX, CLASS), OCLC's union listing, some familiarity with gov't. documents pref. Consideration given for prof. involvement/achievement. Rank/salary: Librarian II $22,645–$34,915 depending upon qual. 12-mo. appt. Standard benefits. Librarians have faculty status. Anticipated starting date: Oct. 22. **Send resume, 3 references, and supportive mat'l. by Oct. 22** to: Ms. Bert Mulvey, Secretary, Office of the Director of Libraries, **O'Leary Library, University of Lowell, Wilder St., Lowell, MA 01854.** The University of Lowell is an equal-opportunity, affirmative-action, Title IX, 504 employer.

Social sciences bibliographer, University Center at Binghamton, State University of New York. University Center at Binghamton Libraries seeks a bibliographer/information specialist to work as one of 2 social science subject specialists in the university library, a research library with holdings of over 1 million vols. The library uses RLIN, GEAC, and OCLC for

bibliographic information and services. Responsibilities include book selection in the core disciplines of sociology, economics, and political science; faculty liaison; and reference/consultation services in the social sciences, with the opportunity to help define the role of the library in the Information Age. The library has network affiliation with the Research Libraries Group and New York State 3R's. Qualifications: ALA-MLS; advanced degree in a social science; knowledge of 2 Western European languages (German desirable); 2–3 yrs.' experience in information services in a research library; familiarity with online databases. Minimum salary $19,000 with liberal fringe benefits. Appointment level and salary commensurate with experience. **Submit letter of application, resume, and 3 references by Oct. 22** to: Recruitment Committee, **Library Administrative Offices, Glenn G. Bartle Library, University Center at Binghamton, Binghamton, NY 13901.** EO, AAE.

Spanish cataloger: Brigham Young University. Responsibilities include classifying and cataloging of books in Spanish, Italian, and Portuguese. Also includes converting cataloging information to RLIN II machine-readable form. Required qualifications: ALA-accredited MLS, in-depth language skills in Spanish, good working knowledge of standard cataloging tools, and special subject competency in one or more fields. Desired qualifications: knowledge of Italian and Portuguese languages and automation skills. Brigham Young University is a private university supported by the Church of Jesus Christ of Latter-Day Saints, enabling us to require the following: Must be willing to maintain highest standards of honor, integrity, and morality as taught by the Church of Jesus Christ of Latter-Day Saints, including abstinence from alcoholic beverages, tobacco, tea, and coffee. Salary and benefits: faculty status, generous insurance and retirement benefits. Salary $16,500 and up depending on qualifications, 12-mo. appointment with 22 days' annual leave. **Deadline for applications is Oct. 31.** Send resume and names of 3 references to: Randy J. Olsen, Assistant University Librarian for Budget and Administrative Services, **Brigham Young University, 3080 HBLL, Provo, UT 84602.**

Special collections director, the University of Toledo, Carlson Library. The University of Toledo seeks applications for special collections director in the Ward M. Canaday Center for Research and Use of Rare Books and Special Collections. Duties: general administration, collection development, manuscripts processing, reference, preservation, and public relations. Qualifications: MLS from ALA-accredited school and/or 3–5 yrs.' experience in an academic special collections department. 2nd graduate degree (preferably PhD) in humanities and working knowledge of American/English literature also required. Proven administrative abilities, strong oral and written communication skills, and public relations talents very important. Faculty status in the university libraries; 12-mo. contract; salary up to $27,000 depending on qualifications. Available now. **Before Nov. 1,** send resume and names of 3 references to: Leslie W. Sheridan, Chair, Search Committee, **Carlson Library, The University of Toledo, 2801 W. Bancroft St., Toledo, OH 43606.** An equal-opportunity, affirmative-action employer.

Technical services librarian (search reopened): enthusiastic, creative candidate with ALA-accredited MLS sought to provide cataloging and acquisitions services in an LRC. Experience or training in OCLC highly desirable. Interest in computer applications in the LRC essential. Position will include some public services activities and involvement in college-wide activities. Salary $15,000; excellent benefits. **Search closes Nov. 7.** Send resume and vita including details of computer experience to: Ellen I. Watson, LRC Director, **Arkansas College, POB 2317, Batesville, AR 72503.** Arkansas College is an equal-opportunity employer. Qualified minorities are encouraged to apply.

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2 positions, Florida Atlantic University. 1) **Microforms librarian,** a new assistant university librarian position (38¼-hr. week) in library support systems dept. Responsible for user services in microforms and current periodicals areas of main library, including collection development input, assisting patrons, supervising staff, overseeing equipment. 2) **Interlibrary loan librarian,** rank of assistant university librarian. Responsible for coordination of interlibrary loan activities, supervision of staff, statistics, and records of section; participates in collection development decisions; is member of reference dept. Qualifications, both positions: master's degree from ALA-accredited library school. 2 yrs.' professional experience after MLS (appropriate professional nonlibrary experience or responsible nonprofessional library experience may be applied). Experience with OCLC ILL subsystem and knowledge of reference resources required for ILL position. Salary range $13,545–$25,200; 12-mo. contract. Florida State University System fringe benefits, including new Optional Retirement Program. **Application deadline Oct. 31.** Send letter of application with resume (include phone number) to: Chair, Search Committee, **Library, POB 3092, Florida Atlantic University, Boca Raton, FL 33431.** Affirmative-action, equal-opportunity employer.

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3 library openings at Texas A&M University. 1) **Head, automated information retrieval service** (AIRS), reference division. Search extended. Duties: responsible for general operation of AIRS, including supervision of assistant head of AIRS and one secretary. Conducts literature searches in broad range of subject areas. Develops and supervises the library's programs of computerized reference services, including planning, faculty and staff training, user instruction, public relations, scheduling, and evaluation. Supervises, through the assistant head of AIRS, the management and fiscal aspects of the service. Coordinates work and evaluates searching performance of 5–8 reference librarians and staff who are assigned part-time to AIRS program. Works at reference desk approximately 5 hrs. per week. Assists with bibliographic instruction. Qualifications: ALA-MLS. Minimum of 3 yrs.' professional (post-MLS) experience in public services in an academic library. Minimum of 3 yrs.' experience utilizing online bibliographic databases, including comprehensive knowledge of DIALOG and BRS and substantial knowledge of other systems such as SDC, NLM, RECON, RLIN, WESTLAW, LEXIS/NEXIS, INFOLINE, and NIH/EPA. Previous supervisory experience required; advanced subject degree desirable.

Columbia University Libraries
Instructional Services Librarian

This position has primary responsibility for providing library services to undergraduates and graduate students in the arts and sciences. This includes all aspects of the operation of 3 library units as well as planning, developing, and implementing bibliographic instruction programs for undergraduates and coordinating the same for graduate students and faculty members. The 3 library units are the Burgess-Carpenter, College, and Philosophy libraries, which comprise the Instructional Services Library. The incumbent will be expected to continue current activities and to develop innovative services and programs, including the application of new technologies to the delivery of services. Extensive contacts with faculty members will be necessary. This position, which reports to the chief of the Humanities and History Division, has supervisory responsibility for 3 supervisors, 7 supporting staff, and an FTE of 14 student assistants.

Requirements: MLS from ALA-accredited school, graduate subject degree desirable. Demonstrated evidence of imagination, leadership, and managerial skills is essential, as is the ability to communicate effectively in written and oral forms. Knowledge and understanding of the process of scholarly communication and of the complexities of a major research library are also essential. Candidates with successful administrative experience in pertinent areas of library operations will be sought, with special attention given to responsibility for bibliographic instruction programs and responsibility for public service activities. Position available on or about June 1, 1985. Salary ranges: Librarian II, $26,500–$34,450; Librarian III, $29,500–$42,775. **Deadline for applications: Jan. 31, 1985.** Submit application, indicating salary requirements and 3 references, to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.**

An equal-opportunity, affirmative-action employer

Associate Director of University Libraries
Case Western Reserve University

University Libraries, an ARL member, is composed of Sears and Freiberger Libraries and is the largest unit in the Case Western Reserve University library system, housing the collections in the humanities and arts, social and behavioral sciences, engineering, science, management, and music. The collection contains over 1.5 million items (bound vols., government documents, and microforms) and includes over 7,000 current serial subscriptions. The staff includes 33 professionals and 44 nonprofessionals.

The responsibilities of this newly created position will include: coordination of the activities of the public services (including collection development), technical services, and administrative units; participation in the development and preparation of grant proposals; development of an effective research-sharing program, both within and without the university; and working with the director on the development of long-range budget, space, and automation plans for the University Libraries.

Qualifications for this position include a graduate degree in library science from an ALA-accredited library school; active involvement in and commitment to research, publishing, and professional activities; in-depth knowledge of academic library organization and functions, including library automation; and substantive administrative experience, preferably in a comparable academic research institution. Minimum salary: $35,000.

Send letter of application, resume, and names of 3 professional references by Nov. 1 to:

Mary DeVocht-Berges
Department of Human Resources
Case Western Reserve University
10900 Euclid Ave.
Cleveland, OH 44106

Case Western Reserve University is an affirmative-action, equal-opportunity employer.

Chief, Humanities and History Division

Columbia University Libraries

(Search Reopened)

This position has primary responsibility for the public services activities and operations of one of 3 major divisions, including Columbia University's major collection of over 1.5 million vols. in the humanities and history and pre-1974 social sciences. The division includes Butler Library, which houses the Instructional and SLS libraries, and the Music and Paterno libraries. The incumbent will report directly to the director of the Library Services Group and is expected to ensure the effective continuation of current service activities while continuing the development of innovative services and programs, including: exploration with faculty of new approaches to information services; expanding access to computer-based data systems; and developing the application of video, audiovisual, and computer-based bibliographic instruction. The incumbent is also responsible for coordinating, with the staff of the Resources Group, collection development objectives to ensure an effective program of collection building, organization, and preservation.

Requirements for the position: Accredited MLS or equivalent relevant experience required, graduate subject degree desirable. Demonstrated evidence of imagination, leadership, and managerial skills are essential and will be sought in all cases. Knowledge and understanding of the process of scholarly communication and of the complexities of a major research library are also essential. Candidates with 5 yrs.' administrative experience in pertinent areas of library operations will be sought, with special attention given to responsibility for public service activities. Salary ranges: Librarian II, $29,500–$38,350; Librarian III, $32,500–$47,125.

Deadline for applications is Oct. 26. Applications or nominations should be submitted in writing to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.**

An equal-opportunity, affirmative-action employer

Preservation Officer

University Libraries

State University of New York at Buffalo

RESPONSIBILITIES: assists the assistant director for collection development for the General Libraries and the directors of other unit libraries in planning, designing, evaluating, and coordinating the University Libraries' preservation and conservation program, including the review of existing preservation and conservation policies and procedures; the preparation of an overall written plan and related documents (e.g., a disaster plan, requirements for equipment purchases, delineation of standards for environmental controls, etc.); the development of systemwide priorities; and the formulation and implementation of preservation policies. Maintains contact with preservation agencies and organizations and cooperates with other libraries on state, regional, and national programs; represents University Libraries on state, regional, and national conferences and meetings; functions as a systemwide resource person on preservation and conservation matters; helps monitor University Libraries' environmental conditions; develops preservation training and consciousness-raising programs for staff and patrons; and develops funding for the program.

QUALIFICATIONS: MLS from an ALA-accredited library school; advanced training and experience in library preservation/conservation, including knowledge of preservation issues and concerns, physical treatment of library materials, and current directions in the preservation and conservation fields; clear understanding of bibliographic operations in a large academic or research library and familiarity with hands-on conservation techniques; and ability to communicate effectively both orally and in writing and to conduct studies falling within the scope of this position are required.

SALARY: $23,000+, depending on qualifications. Faculty status at the rank of senior assistant librarian/associate librarian.

Send letter of application and resume including the names of at least 3 references to:

M. E. State
Assistant to Director for Personnel
University Libraries
SUNY/Buffalo
432 Capen Hall
Buffalo, NY 14260

An EO, AA, and Title IX employer

Salary: minimum $19,000; negotiable. 2) **Reference librarian, physical sciences/engineering (entry-level).** Search extended. Duties: provides comprehensive reference assistance, with emphasis on the physical sciences and engineering, from a centralized reference collection. Prepares bibliographies and guides to the literature for use in staff training and in classroom instruction. Assists with bibliographic instruction and computerized reference services. Serves as one of 7 reference division resource persons in the sciences. Responsible for reference collection development in assigned areas. Qualifications: ALA-MLS. Academic background in the physical sciences or engineering required. 2nd master's degree in science-related field or 2 yrs.' preprofessional library experience preferred. Experience with online systems of bibliographic data retrieval desirable. Salary: $16,000 with 2nd master's degree. 3) **Resource development librarian, social sciences.** Search extended. Duties: responsible for collection development activities in the social science disciplines, including selection of materials, evaluation of collections, and intensive collection building in specific area (selected annually) of the total collection. Responsible for monitoring of funds associated with collection development activities. Works closely with approval plan personnel in refining approval plan profiles. Works closely with teaching faculty in social science departments and colleges in collection building. Participates in the formulation of resource development division policies and procedures. Responsible for gift and exchange operations. Trains and supervises support staff. Qualifications: ALA-MLS. Minimum of 2 yrs.' professional (post-MLS) experience. Academic background in the social sciences required. Knowledge of at least one foreign language. Familiarity with OCLC and major bibliographic tools. Supervisory and organizational abilities. Salary: minimum $18,000; negotiable. Benefits: up to $85/mo. paid on health, life, and disability insurance package; 87.3 percent of Social Security paid for first $16,500 of salary; choice of retirement plans including TIAA/CREF; tax-deferred annuity program available; no state or local income taxes; 10.5-mo. appointment; faculty rank; 14 state holidays. **Closing date for applications: Nov. 1** or until suitable applicant is found. For additional information and to apply, contact: Susan S. Lytle, Head, Personnel Operations, **University Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111.** An EEO, AA employer.

CORPORATE LIBRARY

Technical librarian. You will be responsible for and must have extensive knowledge of cataloging, acquisitions, serials, and circulation, and will automate these functions as appropriate. This requires extensive experience in the automation of technical processing systems, preferably in the full automation of a technical library. Excellent communication skills are also necessary to work in this service-oriented environment. We require a 5-yr. degree in information science, library science, or a related discipline. An undergraduate degree in science or technology is preferred. You must also have 5 yrs.' professional experience in technical processing. Expertise with computers, library software, programming, downloading, indexing, data processing, and systems such as RLIN, OCLC, FAXON, is essential. Salary range mid-$20s to mid-$30s. To apply, please send resume to: Joan Murphy, **Varian Associates, Mall Stop F-121-SPL, 611 Hansen Way, Palo Alto, CA 94303.** We are an equal-opportunity employer.

FOREIGN LIBRARY

University librarian. American University of Beirut, Lebanon, requires administrative head for the university library system consisting of 425,400 vols., 3,721 current periodicals, currently a professional staff of 11, and a student body of 5,000. ALA-accredited MLS required; additional master's or doctorate strongly preferred; minimum 7 yrs.' professional experience in academic research library including minimum 5 yrs. in progressively responsible administrative positions; a working knowledge of modern library technology and a well-demonstrated leadership and administrative ability, an awareness of current trends in higher education, a proven ability to work effectively with a research-oriented faculty. A background knowledge of the Middle East is deemed essential. Position available immediately. Salary range: $25,000–$30,000. Candidates should send c.v. to: Vice President of the University, **American University of Beirut, Lebanon.** AUB is an affirmative-action, equal-opportunity employer.

LIBRARY EDUCATION

Faculty position (search reopened): professor with tenure or associate professor (tenure-track), full-time position. Salary dependent on qualifications. Preferred teaching areas include information science, science-technology bibliography, cataloging, networking. Preference will be given to applicants with a PhD and professional experience in library or information science or closely related areas and a strong record of research and publication. Minimum salary $35,000 for academic year. Excellent fringe benefits. **Deadline for applications Nov. 15.** Send letter of application, resume, and names of 3 persons from whom references can be secured to: M. Sangster Parrott, Associate Professor and Chair, Search Committee, **Dept. of Library Science and Educational Technology, School of Education, University of North Carolina at Greensboro, Greensboro, NC 27412.** UNC-G is an equal-opportunity, affirmative-action employer.

Visiting appointment. The UCLA Graduate School of Library and Information Science is seeking to make a one-yr. visiting appointment in the area of cataloging and subject analysis.

This appointment could lead to a permanent position. Applications are desired from candidates with a doctorate, or from persons about to receive one, with demonstrated experience or strong potential in teaching, with interest and competence in theoretical and empirical research, and with knowledge of professional practice. Rank and salary will depend upon record of experience and competence with the following established ranges: assistant professor $25,500–$29,000; associate professor $30,600–$34,300; professor $37,100–$49,600, all on a 9-mo., academic-year basis. The appointment will be as of fall quarter, 1985, or earlier. **Applications close Nov. 30.** Inquire and send resume with a list of references to: Robert M. Hayes, Dean, **Graduate School of Library and Information Science, University of California, Los Angeles, CA 90024.** The University of California is an equal-opportunity, affirmative-action employer.

MEDICAL LIBRARY

Head, public services. The head of public services is responsible for the overall management of the library's reference, interlibrary loan, and circulation departments. These departments have a combined staff of 3.5 librarians (including the head), 7 support staff, and 5 FTE employees. Responsibilities include: coordinating the departments' activities and services, recommending and implementing department policies and procedures, supervising the installation of an automated circulation system, and planning for the public service needs of the library. The head of public services actively participates in reference department services including: reference desk coverage, online searching, user education, and reference collection development. Minimum qualifications include a degree from an ALA-accredited library school, 5 yrs.' professional experience in an academic health sciences library, at least 2 yrs.' supervisory experience, and extensive experience with online database searching. The candidate should also possess excellent communication skills, and be able to show a history of innovation and professional involvement. Salary up to $25,000 depending upon qualifications. **Deadline for application, Oct. 15.** Send resume and the names and addresses of 3 references to: Cecile E. Kramer, Director, **Northwestern University Medical Library, 303 E. Chicago Ave., Chicago, IL 60611.** An equal-opportunity employer.

NETWORK

Coordinator of network services. Search reopened. Primary duties include development of training programs in OCLC subsystem use, profiling, and providing technical assistance to 260 OCLC user libraries. Qualifications: MLS degree; 2-3 yrs.' professional experience; in-depth knowledge of technical services operations—particularly acquisitions; recent OCLC experience essential; strong organizational and communications abilities; training or teaching experience desirable; ability to work well with others in an active environment. Good benefits; salary range $19,000–$23,000 depending on experience. **Send resume and 3 references with letter of application by Oct. 31** to: Anne Hudson, Associate Director, **PALINET/ULC, 3401 Market St., Suite 262, Philadelphia, PA 19104.**

Operations manager for online automated library system shared by 78 public, academic, and system libraries serving 24 central Ill. counties. (Search extended.) Self-starter with exceptional people skills to administer automation program under RSA Executive Committee. 3-5 yrs.' experience with online automation applications required. Bachelor's mandatory, master's preferred, MLS or equivalent desired. Must own automobile. Extensive travel essential. Home office in Peoria metropolitan area. Salary $25,000–$35,000 plus benefits. **Deadline Oct. 31.** Send resume and 3 references to: Travis E. Tyer, President, **Resource Sharing Alliance of West Central Illinois, 515 York, Quincy, IL 62301; 217-223-2560.** An EO, AA employer.

OTHER

Manager, customer service. Ground-floor opportunity. Fast-growing Long Island–based library software company needs qualified librarian for managing customer support desk and training at customer sites. MLS from accredited library school a must. Experience with automated systems and serials desirable. Individual must be enthusiastic self-starter. Salary range $25,000–$33,000 depending on qualifications and experience. Send resume and salary history to: Susi Lukon, **Blackwell Library Systems, Inc., 310 E. Shore Rd., Great Neck, NY 11023.**

Supervisor—bibliographic conversion. Maxwell Library Systems, Inc., a 5-yr.-old library automated products and services company, is seeking a supervisor for the Bibliographic Conversion Division. Position entails administrative responsibility for a staff that varies from 15 to 30 individuals involved in performing bibliographic data conversion for client libraries. The successful candidate will have a combination of education and experience that includes a working knowledge of administrative practices and procedures, data processing, library technical processing work, and online cataloging. MLS provides retrospective conversion services to libraries both onsite and at our Processing Center at Acton, Mass. MLS staff, using Autographics, Inc., terminals, search the Autographics database and match items against our clients' shelflist records. In some instances the clients' terminals are used instead, at the library site. Supervision of production of custom catalog cards also included. Some travel required. Salary—negotiable from $17,000 to $22,000 plus profit sharing, depending on education and experience. Usual benefits package including vacation, holidays, sick leave, etc. Contact: **Maxwell Library Systems, Processing Center, 271 Great Rd., Suite 27, Acton, MA 01720** or **Headquarters, 1400K Providence Highway, Norwood, MA 02062.**

PUBLIC LIBRARY

Assistant city librarian. Assists the city librarian in the administration of a large metropolitan library system serving a population of 560,147 with a budget of $4 million. Appointee will assume full responsibility in absence of city librarian, write grant applications, conduct budgetary studies, interact with community, assist in implementation of new 10-yr. plan for growth and development. May be responsible for administration of one dept. Thorough knowledge of large public library administration and library automation is required. MLS from ALA-accredited library school with 5 yrs.' professional experience, 2 of which must have been in a supervisory and administrative capacity. Starting salary $30,252. Please send resume to: M. E. Wright, Jr., **New Orleans Public Library, 219 Loyola Ave., New Orleans, LA 70140.**

Assistant director. Community of 18,000 45 miles west of Milwaukee. Book collection 68,000. 11.4 FTE staff includes 4 professionals. Responsibilities include public service, some cataloging and administrative duties. MLS plus 2 yrs.' public library experience required. Knowledge of automated circulation desirable. Position open Jan. 1, 1985. Present salary $17,000 plus good fringes. **By Nov. 1,** send letter of interest, resume, and references to: Mary Carol Powers, **Watertown Public Library, 100 S. Water St., Watertown, WI 53094.**

ADMINISTRATIVE LIBRARIAN

Chief, Technical Services Division, National Library of Medicine (NLM), National Institutes of Health, Public Health Service

Administrative Librarian, GM-15, responsible for the administration and management of NLM's technical service programs, including selection; acquisition ($2.2 million literature budget); cataloging; distribution of bibliographic data online, in MARC format, and in publications; and the National Biomedical Serials Holdings Database. Manages a large staff of 80-85 professional, technical, and clerical employees. Provides liaison to other national libraries, both domestic and foreign, major library networks, associations, etc., in the area of technical services. NLM participates in CONSER, NACO, and the CIP program. Qualifications: MLS or equivalent education and experience as well as progressively responsible experience in management of complex library programs, supervision, automation of library functions, and technical services activities. Excellent communications skills. Previous experience with national bibliographic programs (e.g. CONSER, NACO) and/or knowledge of the biomedical literature and the information needs of health professionals are highly desirable. Salary ranges from $50,495 to $65,642 per year. Request application packet from Judith Duff, Assistant Administrative Officer, Library Operations, National Library of Medicine, 8600 Rockville Pike, Bethesda, MD 20209 (tel. 301-496-3497), by Nov. 15, 1984. NIH is an Equal Opportunity Employer.

Director of Libraries

The Board of Education of the Grosse Pointe Public School System is seeking a director of public and school libraries. The director will be responsible for the operation of a central public library and 2 branch libraries (36 FTE staff). The public libraries have a collection of 121,000 volumes and a circulation of 511,000. The budget is $1.5 million annually. Responsibilities also include working with school principals in the organization, and supervision and operation of school libraries along with coordinating the work of the staff assigned to the school system instructional materials center. The position requires an MLS from an ALA-accredited library school. Experience as a professional librarian is required while experience as a school librarian is desirable. Moreover, public library administrative experience is strongly preferred. Salary $47,000 +, depending on qualifications. **Letter of application, resume, and university credentials must be received by Oct. 31.** Send to:

Ronald R. Tonks
Director of Personnel
The Grosse Pointe
Public School System
389 St. Clair
Grosse Pointe, MI 48230
313-343-2016

Assistant director (position reopened). East Central Regional Library, a consolidated 6-county library system with 11 branches, a bookmobile, a mail-a-book program. Budget $598,000, staff 24 FTE with 4 professionals. Hdqtrs. lib. located 45 miles from downtown Minneapolis. Assists in development of services; supervises bookmobile, AV services, other staff; responsible for public-use computers; assists with branch operations; works reference desks. Starting salary $19,080 – $22,260 depending upon qual. Qualifications: ALA-accredited MLS required; 4 yrs.' public library supervisory experience including bookmobiles desirable; understanding of rural needs, lifestyle; ability to plan, communicate. Desirable to have worked with microcomputers. Applications will be accepted until a suitable candidate is chosen. Apply by sending letter of application, resume, and list of 3 references to: **Cheryl Bjoin, 244 S. Birch, Cambridge, MN 55008.**

Branch librarian for active community service from new library facility. Responsible for management of staff, materials, and programming. ALA-accredited MLS and 2 yrs.' public service experience required. Salary: $15,448 – $20,456. **Submit resume by Oct. 16** to: David Macksam, Assistant Director, **Central Arkansas Library System, Little Rock, AR 72201.**

Branch librarians. The Terrebonne Parish Library is accepting applications for the position of branch librarian for the East Houma and North Branch libraries. Requirements: MLS degree from accredited library school. Duties: overall supervision and operation of a large branch library including supervision of personnel and maintenance of physical plant; serve as reference and readers' service librarian for the branch; plan and conduct adult and children's programs at the branch. Salary range: $13,356 – $14,725. Benefits: 35-hr. workweek; paid insurance; sick leave; 4 weeks' vacation. Availability: immediately. Send resume to: Margaret M. Shaffer, **Terrebonne Parish Library, POB 510, Houma, LA 70361.**

Circulation librarian—main library. Major responsibilities of this position are the supervision of personnel and operations of the circulation dept. at the main library. This person will assist in the planning and direction of library automation and eventual supervision of automated circulation system in a new central facility scheduled for completion in spring 1986. ALA-accredited MLS required; eligibility for certification by the N.C. Public Library Certification Board. Salary: $17,252. Send resume and 3 references to: Pat Jones, **Cumberland County Personnel Office, P.O. Drawer 1829, Fayetteville, NC 28302.**

Library Administrator
City of Greeley, Colo.

Administrative work in directing all functions of computerized city municipal library. Duties involve constant evaluation of book collection and circulation, acquisitions and cataloging of all books and materials, and development of related services. To include responsibility for staffing and supervising library personnel. Reports to director of cultural affairs and meets with citizen library board to receive recommendations regarding library services. 5 yrs.' experience in general library work, to include one yr.'s postgraduate work in library administration and 3 yrs.' supervisory experience. MLS required. Salary range $2,154 – $2,477 per mo. **Apply by Oct. 31** to: **City of Greeley, Personnel, 919 7th St., Greeley, CO 80631.**

Women, minorities, and the disabled encouraged to apply. EOE.

Coordinator, Houston Area Library System (HALS). Responsible for the administration and operation of the system. HALS is one of 10 regional, cooperative public library systems in Texas serving 57 member libraries in 28 counties in southeast Texas. Minimum qualifications: ALA-accredited MLS plus 4 yrs.' progressively responsible public library experience. Salary range: $26,200 – $50,800. Beginning salary based on qualifications and experience. Excellent benefits. **Send resume by Oct. 31** to: Juanita Elizondo, Personnel Officer, **Houston Public Library, 500 McKinney, Houston, TX 77002.**

Coordinator of adult services. The Public Library of Columbus and Franklin County is a fast-paced, goal-oriented system which combines a distinctive style of management with a work environment that encourages new ideas and fosters professional growth. It is this style that mandates we find a self-starter with excellent interpersonal skills to fill the position of coordinator of adult services. Prerequisites for this position are: 1) an MLS from an ALA-accredited college or university; 2) demonstrated ability to research, write, and obtain grants for innovative adult programs; 3) strong communication, leadership, and team-management skills; and 4) demonstrated ability to develop, evaluate, and assist public service managers in collection development. The PLCFC, renowned among leading U.S. libraries, has an annual budget of $10.4 million, 20 branches, a central library, an administration building, with a staff of 367 employees serving a population in excess of one million. We offer a starting salary of $24,502.40 (negotiable), excellent benefits and advancement opportunities. Please forward resume and salary history in confidence to: Director of Personnel, **Public Library of Columbus and Franklin County, 28 S. Hamilton Rd., Columbus, OH 43213.** An equal-opportunity employer, M/F.

Director: Cocoa Beach Public Library, Cocoa Beach, Fla. Member of Brevard County Library System in beach area of 12,000 seeks director with MLS in library science plus 3 yrs.' professional library experience, including 2 yrs.' supervisory & administrative experience. (Additional qualifying experience may be substituted for required education on a yr.-for-yr. basis.) Strong managerial, financial, programming, & community interaction skills desired. Gaylord automated circulation. Staff of 10 FTE. Minimum salary $19,490 with liberal benefit package. Position to be filled January 1985. Applications will be accepted until suitable candidate is chosen. Send resume to: Lou Bonsteel, **Brevard County Personnel Dept., 2575 N. Courtenay Pkwy., Merritt Island, FL 32953.** An equal-opportunity employer, M/F.

Director, cooperative library system (search reopened). The geographically largest library system in Calif. is seeking a creative, energetic, and experienced director to manage the *shared* reference, interlibrary loan, communication, audiovisual, and delivery services of 13 independent city and county libraries. The Inland Library System presently operates on a $580,000 annual budget and serves 1.7 million persons in 3 counties. Candidates must possess an MLS and have 5 yrs.' increasingly responsible public library or cooperative system experience, at least 2 yrs. of which was in an administrative capacity. Salary is $29,538 – $35,921. Typical fringe benefits. **Letters of application and resumes should be received by 5 pm, Nov. 5,** by the: Personnel Committee, **Inland Library System, 312 W. 20th St., Suite D, San Bernardino, CA 92405.** Interviews will be scheduled for the most qualified candidates on Nov. 30 and Dec. 1 onsite at the CLA annual conference in Los Angeles.

Director, Marlboro County Public Library System. Board seeking imaginative, energetic administrator to direct developing county library system in Pee Dee area of South Carolina. Entire county population of 31,634 served by 8,000-sq.-ft. main lib. bldg. (constructed in 1979) in historic city of Bennettsville and by one bookmobile. Knowledge of public library organization and administrative practices required along with ability to plan and coordinate work of others and to work well with public officials and community organizations. ALA-accredited MLS and one yr.'s professional experience required. Salary: $15,585 for minimum experience; good fringes. Send letter, resume, and 3 references to: **Marlboro County Public Library, Market St. at John Corry Rd., Bennettsville, SC 29512.** AA, EOE.

Director of public library. Progressive community of 23,000 with superior educational level and intensive library use is looking for a director of public library. Community welcomes special children's and adults' programs. We have a 55,000-vol. collection in a beautiful contemporary 11,200-sq.-ft. bldg. (9 yrs. old), and storage bldg. Primary duties are library administration, supervision of 7-member staff, $185,000 budget, supervision of public relations. Must have a master's of library science degree, some library experience, preferably public library. Ability to initiate special programs. Salary range $15,000 – $21,000, depending on qualifications and experience. Medical and life insurance, excellent retirement, membership in professional organizations. **Resumes will be accepted until 5:00 pm, Nov. 30,** and should be mailed to: Personnel Director, **City of Duncan, POB 969, Duncan, OK 73534.** The city of Duncan is an equal-employment-opportunity, affirmative-action employer.

Director. Rapid City Public Library seeks a library director for a community of 46,000. Staff 18 FTEs. Collection 105,000. Must have MLS from ALA-accredited library school. Undergraduate degree in business administration preferred. Strong managerial skills needed. Responsible for budgeting and personnel administration, public relations, and planning. Experience with computer applications desirable. Salary range $19,000 – $24,000. Benefits. Resume to: Library Board Chair, **Rapid City Public Library, 610 Quincy St., Rapid City, SD 57701.**

Head, children's dept. ALA-accredited MLS with 2 yrs.' or more experience working with children in a public library, to develop and carry out imaginative programs for multiethnic, intellectually stimulating, and receptive resort community of 63,000 permanent residents. Salary: $18,240 – $22,176 depending on

training and experience. Benefits: paid health insurance, disability insurance, sick leave, pension plan, 15–20 days' vacation, opportunity for professional development. Apply to: John Hyatt, Librarian, **The Rosenberg Library, 2310 Sealy Ave., Galveston, TX 77550; 409-763-2526.** EOE.

Librarian, supervisor of established literacy program and coordinator of library volunteer program to be developed. A new position. 3–5 yrs.' experience working with literacy programs and volunteers in public libraries required. MLS from ALA-accredited school and eligibility for N.C. Public Library Certification. Salary — $18,542–$26,286. Open immediately. Contact: Martha H. Davis, Director, **Rockingham County Public Library, 527 Boone Rd., Eden, NC 27288.**

Librarian to head children's department in pleasant Tidewater public library. Requires: MLS from ALA-accredited school; experience in collection development, readers' advisory services, programming, supervision. $15,000–$16,000 negotiable. 35-hr. workweek; good benefits. Open immediately. Send resume to: Martha W. Vazquez, Director, **Williamsburg Regional Library, 515 Scotland St., Williamsburg, VA 23185.** EOE, AA.

Librarian III, branch manager. $21,888–$30,804 annually. Good benefits. Administers and directs service program of inner-city neighborhood branch library. Responsible for total branch operation, including building, collection, staff, programs, and services. Position requires involvement with community service area as well as development of community support. Requirements: MLS from ALA-accredited institution; courses in personnel and fiscal management desirable; 4 yrs.' professional library experience. Preference given to branch or public library experience. **Position closes: Oct. 31.** Apply: **City of Fort Worth, Personnel Department, 1000 Throckmorton, Fort Worth, TX 76102.** An equal-opportunity employer.

Librarian III: $17,790–$22,750, graduate degree from ALA-accredited program, and experience in supervising professional library personnel. Responsible for supervision of 5 branches, 4 minibranches, bookmobile and extension service. Paid health, dental, and life insurance. 20-yr. retirement program. Deferred compensation program. **Application deadline, Oct. 15.** Apply: **Montgomery City-County Personnel Dept., POB 1111, Montgomery, AL 36192.**

Library development coordinator, Northwest Wisconsin Library System, Ashland, Wis. Monitors system interlibrary loan and reference service, consults with 23 small member libraries, develops and implements systemwide continuing education program, validates continuing education activities for Wisconsin Public Librarian Certification, coordinates cooperative projects and publicity, and participates in system management. Minimum requirements: ALA-accredited MLS or equivalent, thorough knowledge of current issues and trends in librarianship, complete understanding of small public libraries and the role of library systems, ability to write and speak effectively, ability to plan and organize several service programs with minimal supervision. Highly desirable: public library or library system experience, experience with nonpublic libraries and multitype library organizations, and library promotional experience. **Application deadline: Nov. 1.** 1985 salary range $17,575–$22,433 (initial appointment not to exceed $19,686), excellent benefits. Send resume and substantive letter of application to: Douglas Baker, Director, **Northwest Wisconsin Library System, POB 440, Ashland, WI 54806.**

Library specialist. Salary is $1,513–$2,023 per mo. Enthusiastic children's librarian needed to fill vacancy in a growing, recently automated southern Calif. county system. Responsibilities include developing a plan of service for the children's section of the community library, performing book selection, storytimes, class visits, and special programs. MLS required. Excellent benefits. Apply immediately; no resumes. Call or write for application to: **County of Orange, Personnel Dept., 10 Civic Center Plaza, Santa Ana, CA 92701; 714-834-2844.** AAE, M/F.

Outreach librarian. To assist in an active outreach program. Must work well with children and senior citizens. Candidate should be adaptable and must be able to work independently. Knowledge of popular reading a must. Required: MLS from ALA-accredited library school (BA in library science will be considered at a lower salary rate). Salary: $13,397. Excellent fringe benefits. **Applications accepted through Oct. 15** or until a suitable candidate is selected. Send resume and letter of application to: **Lorain Public Library, 351 Sixth St., Lorain, OH 44052.** An equal-opportunity employer, M/F.

Reference/AV librarian. Entry-level position. Duties: general reference, AV collection development, and equipment maintenance. Some weekends and evenings. Requirements: ALA-accredited MLS, knowledge of AV equipment, coursework in online searching and/or cataloging helpful. Starting salary is $13,800. 4 weeks' vacation and other benefits. **Send resume by Oct. 15** to: Peg Harmon, **John McIntire Public Library, 220 N. 5th St., Zanesville, OH 43701.**

Reference librarian. The Terrebonne Parish Library is accepting applications for the position of reference librarian. Requirements: MLS degree from accredited library school. Duties: serve as reference and readers' service librarian at main library with some additional reference work for branches; supervise interlibrary and intralibrary loans; conduct some programs and talks for adults and children when requested. Salary range: $14,300–$15,766. Benefits: 35-hr. workweek; paid insurance; sick leave; 4 weeks' vacation. Availability: immediately. Send resume to: Margaret M. Shaffer, **Terrebonne Parish Library, POB 510, Houma, LA 70361.**

Supervisor, adult services. Administer collection development, reference and information services, and programming for main library dept. Opportunity to develop services and reorganize dept. as part of building expansion program. 4 professional staff, 4 support staff; $136,209 1984 adult materials budget. ALA-accredited-school MLS; 3–6 yrs.' relevant professional library experience; demonstrated administrative ability. Hiring range $21,500–$22,700; excellent fringe benefits. Position open immediately. Send resume and letter of application to: **Lorain Public Library, 351 Sixth St., Lorain, OH 44052.** An equal-opportunity, affirmative-action employer, M/F.

Technical services librarian. Supervises acquisitions, cataloging, and processing for 25-member cooperative library system. MLS and 5 yrs.' experience including 2 yrs. in a supervisory capacity. Experience with OCLC and online circulation systems required. Salary starts at $22,795. All benefits, one mo.'s vacation. Write: Director, **Upper Hudson Library Federation, 161 Washington Ave., Albany, NY 12210.**

SCHOOL LIBRARY

District library media specialist. This position entails directing and supervising a unified K–12 library services program involving 5 school library media centers. The individual chosen for this position would undertake administrative and library responsibilities for a school district serving 2,200 students with a teaching and administrative faculty of 140. Geographically, our school system encompasses the Belgrade Lakes region of central Maine. Salary and benefits negotiable up to $22,000 per year (42-week year). Contact: **Superintendent of Schools, Box 158, Oakland, ME 04963; 207-465-2464.**

STATE AGENCY

Public library consultant. Nonroutine-type job for a person who will serve as a consultant to 21 public libraries assisting in their development and improvement. Make field visits, answer requests in the area of administration, personnel, planning, and services. Experience in areas of building and/or children's services desirable. Person receives nominal supervision and is called on to utilize knowledge and ingenuity in solving complex problems, often without the aid of previous or readily available guidelines. Librarian VI under state civil service requires MLS from an ALA-accredited library school plus 5 yrs.' professional experience, 3 yrs. of which must be above the beginning professional level. Public library administrative experience is required. Salary range: $22,300–$28,188. Send resume and references to: Ben Brady, Associate State Librarian, **Louisiana State Library, POB 131, Baton Rouge, LA 70821.** EEO, AA employer.

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Consumer Class. cont. on p. 648.

Consumer Classies For Sale continued from p. 647.

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(Microcomputers, cont. from p. 632.)

best overall coverage of microcomputer telecommunications, certainly at this price. In addition to being an excellent and authoritative catalog of services found on many utilities, it covers terminal software extensively, as well as many of the technical aspects of modem operation, such as baud rates and standards. It is one of the best and easiest guides on individual modems to be found. There is also a chapter, "Search Strategy," to help reduce your online charges, and many other features. The final chapter, "On the Near Horizon," is an interesting discussion that includes "prestels," the use of color and graphics online. A fine purchase for any hobbyist or information specialist wishing an introduction to the field and information to aid in the selection of hardware or software and utilities. In short, if I were looking for a single book, this would be my first choice. The more you use it, the more you'll like it. Highly recommended.

☐ ***Joys of Computer Networking; The Personal Connection Handbook,*** by Judy Barrett. 188p., New York: McGraw-Hill, 1984. $9.95 pap. Jumps right into a narrative description of many online services and what to do once you are online. Useful for understanding what to expect when using a network. Some of the chapter titles are far out and give some feeling for the content: "Now you can live at the P.O.," "Stumping on the phone lines!" and, best of all, "Finding friends and maybe lovers."

☐ ***Micros and Modems: Telecommunicating with Personal Computers,*** by Jack M. Nilles. 170p., Reston, Va.: Reston Publishing Co., 1983. $16.95. In this design and implementation manual, the author goes to some length to explain the different types of networks (loop, ring, bus, star, etc.) and describes local networks such as Cluster/One, Ominet, C-Net, and CP/Net. A good high-level introduction to the field of telecommunications. Excellent bibliography for further reading.

☐ ***The Small Computer Connection: Telecommunications for the Home,*** by Neil L. Shapiro. 190p., New York: McGraw-Hill, 1983. $15.95 pap. The outstanding feature of this book is the "help" files (printed documentation) for nine popular bulletin-board systems. A second feature, not easily found elsewhere, is an extensive explanation of various aspects of the information utilities. Also contains down-to-earth modem information and notes for first-time callers. Index.

☐ ***The World Connection,*** by Timothy Orr Knight. 142p. Indianapolis: Sams, 1983. $9.95 pap. Orr was 16 years old when he wrote this book. It's fun to read, not dwelling on technicalities (even the BBS list is short). The writer recounts his personal experience with the CompuServe CB channel. Several important modems are discussed, as well as terminals and software packages. Some minimal tips are outlined to aid anyone trying to operate a BBS. Especially appealing to younger or inexperienced computer users, it is perhaps the easiest to understand of all the books listed.

Hobbyist—advanced

☐ ***Microcomputer Data Communications Systems,*** by Frank Derfler. 129p. Englewood Cliffs, N.J.: Prentice-Hall, 1982. $12.95 pap. The first part of the book describes the nuts and bolts of microcomputer data transmission, covering such concepts as synchronous and asynchronous, parallel data outputs, and RS-232. An excellent chapter explains the whys and wherefores of terminals, dumb and smart. Subsequent chapters deal specifically and extensively with "Using the Apple II Microcomputer as a Data Terminal," "Using the TRS-80 as a Terminal," "S-100 Bus Computer Systems and CP/M," and "Atari, Heath, and Commodore Systems." The usual treatment of BBS systems and networks is found, as well as a special chapter on "Communications for the Deaf," which is difficult to find elsewhere.

Specific hardware

☐ ***Communications for the IBM PC and XT,*** by Lisa Stahr and the editors of *PC World.* 224p. San Francisco: PC World Books, 1984 (on press). $16.95 pap. Includes information on how to select communications software, bulletin boards, and how to form a local network using several IBM PCs.

☐ ***The IBM PC Connection: Telecommunications for the Home & Office,*** by Neil L. Shapiro. 192p. New York: McGraw-Hill, 1983. $16.95. This is virtually the same book as *The Small Computer Connection* (listed above), slightly revised and adapted for the IBM.

☐ ***Telecommunications for the IBM PCjr.,*** by David W. Carroll. 224p. Englewood Cliffs, N.J.: Prentice-Hall, 1984. $15.95.

☐ ***Telecommunications with your IBM Personal Computer,*** by Gregory Kearsley, Harold Hunter, and Beverly Hunter. 192p. Glenview, Ill: Scott, Foresman, 1984. $39.95.

☐ ***TRS-80 Data Communications Systems,*** by Frank J. Derfler, Jr. 159p. Englewood Cliffs, N.J.: Prentice-Hall, 1982. $12.95 pap; $22.95. This book covers most aspects of home computing with a modem: terminals, various technical aspects of modems (baud, duplex, etc.), terminals, utilities, bulletin board software (specifically, CBBS, ABBS Forum 80), and other fundamentals. Three chapters cover the TRS-80 specifically. A separate chapter covers "Commmunications for the Deaf".

Magazines and journals

Nearly all computer magazines now carry regular features and departments about micro-telecommunications, and these should not be overlooked. For instance, the first reasonable article I have seen on the operation and maintenance of a BBS (bulletin board system) in a magazine appeared in the March 1984 issue of *Call—A.P.P.L.E.*, p. 20. Saving special issues in the vertical file may be the only way to keep information regarding modems and software current. Keep up with *Microcomputer Index*, a subject guide to some 40 or more microcomputer journals. It is available both in print (through Database Services, Box 50545, Palo Alto, CA 94303) and online (DIALOG/Knowledge Index). The only drawback to the printed version is the rather limited number of subject headings.

Some of the journals devoted exclusively to this aspect of microcomputing are listed and annotated below.

☐ ***Database.*** $28, quarterly. For librarians and information specialists. *Database* complements *Online*, below, and deals exclusively with practical information on databases, including new databases and access procedures. Most articles are lengthy. Online, Inc., 11 Tannery Lane, Weston, CT 06883.

☐ ***Data Base Alert.*** $48, monthly. Newsletter of databases and online services. Knowledge Industry Publications, 701 Westchester Ave., White Plains, NY 10604.

☐ ***Dial-Out Newsletter.*** $25, monthly. Covers all areas of telecommunications. 175 5th Ave., Suite 3371, New York, NY 10010.

☐ ***Library Journal.*** $59, 20 times a year. Has a regular feature entitled "Online Databases." R.R. Bowker Co., Subscription Dept., Box 1427, Riverton, NJ 08077.

☐ ***Micro Communications.*** $55, monthly. Covers most areas of telecommunications with a slant toward the popular hobbyist. 500 Howard St., San Franicsco, CA 94105.

☐ ***Modem Notes.*** $36, monthly. Specifically geared to reports of online services. 2921 S. Brentwood Blvd., St. Louis, MO 63144. Attn.: Robin Elias. Also available through NewsNet.

☐ ***The On-Line Computer Telephone Directory.*** $9.95, quarterly. Devoted exclusively to electronic bulletin boards, it lists about 600. Write OLCTD, Box 10005, Kansas City, MO 64111. Also available through NewsNet.

☐ ***Online.*** $39, bimonthly. For librarians and information specialists, and probably familiar to most readers. Online, Inc., 11 Tannery Lane, Weston, CT 06883.

☐ ***Online Today: The Computer Communications Magazine,*** free monthly. Perhaps the greatest bargain for the hobbyist. Once you join CompuServe you get this magazine free, even if you don't access the network! Topics covered include many not directly related to communications (e.g., word processing, spelling and grammar checkers). Available to nonsubscribers from CompuServe, Box 639, Columbus, OH 43216.

☐ ***RQ.*** $20 to non-RASD members, quarterly. Produced for librarians, and contains a regular feature called "Databases." American Library Association, 50 E. Huron, Chicago, IL 60611.

☐ ***Sourceworld,*** free bimonthly. A newsletter for subscribers to The Source. It does not begin to approach the scope and interest of *Online Today,* listed above and offered by CompuServe. ☐

How much do we earn?

ALA publishes data on U.S. library salaries for 1984

by Mary Jo Lynch
Director, ALA Office for Research

THE FIRST *ALA SURVEY OF LIBRARIAN SALARIES*, published in 1982, was favorably received by the library community. The survey was repeated in 1984 and the new *ALA Survey of Librarian Salaries, 1984* was published in mid-June. As before, ALA's Office for Research and Office for Library Personnel Resources worked together to produce this report. The Library Research Center at the Graduate School of Library and Information Science, University of Illinois at Urbana, again mailed the survey and processed the returns.

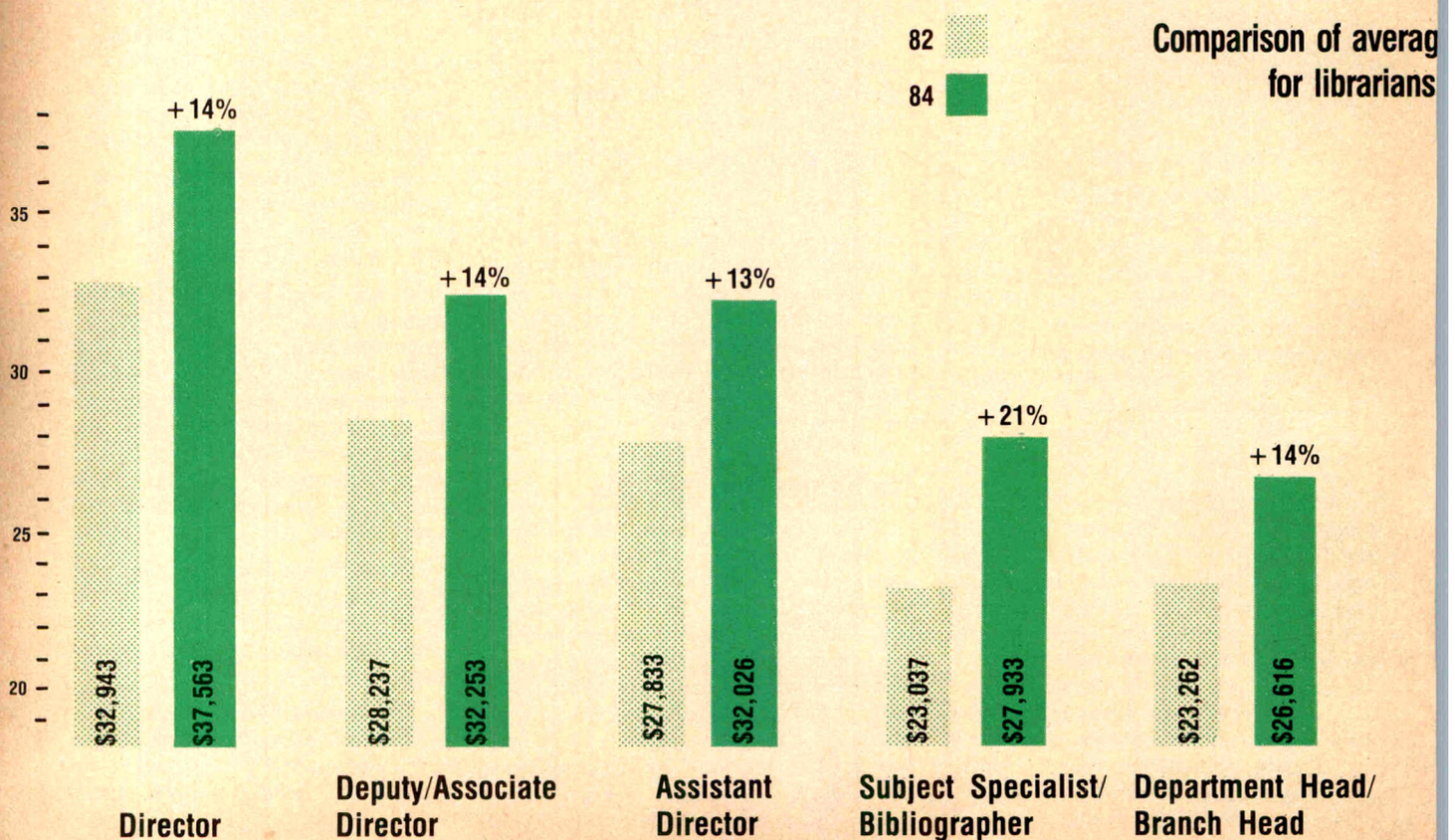
The questionnaire was mailed in January 1984 to a random sample of 1,418 academic and public libraries. The sample was drawn from 20 groups of libraries that were created by stratifying five type-of-library categories by four regions of the United States. The five library types surveyed were: small public (serving populations of 25,000 to 99,999), large public (serving populations over 100,000), two-year college, four-year college, and university. The four regions are those used by the National Center for Education Statistics: North Atlantic, Great Lakes and Plains, Southeast, and West and Southwest. The survey form was similiar to the one used in 1982. Four changes were made, however, in response to requests from users and reviewers.

Survey changes

The 1982 survey universe excluded members of the Association of Research Libraries (ARL) because ARL collects salary information from its members annually. That exclusion was not made in the 1984 survey. Since salaries in ARL libraries are generally higher than salaries in other libraries, their exclusion in 1982 may have led readers to conclude that library salaries are lower than they actually are. (Although the exclusion was noted in the introduction of the 1982 report, it was not repeated on every page.)

Another change is related to salaries paid in academic libraries for less than a 12-month year. In 1982 respondents were asked to circle salaries that represented less than a 12-month year. An appendix to the 1982 report summarized how often this occurred for various positions. However, salaries were recorded as given, and less-than-12-month salaries were used in computing means for the 1982 report. The 1984 questionnaire asked respondents to circle the appropriate number of months if their salary was for less than a full year. A computer program prorated these amounts to their 12-month equivalents; the 12-month figures were used in calculating means.

The third change involved "contributed" salaries, i.e., when an institution pays some expenses or an honorarium to a librarian, but not a true salary. The 1982 questionnaire did not mention such salaries, but some respondents noted that their salaries were contributed—at least partially. Knowledgeable



persons convinced us that including figures on contributed salaries distorted our results. In 1984 the following instruction appeared on the questionnaire: "If services are contributed (i.e. institution pays some expenses or an honorarium but not a true salary) please do not list the incumbent."

The final change involves three positions for which salary information was requested. In 1982 we grouped Children's and/or Young Adult and/or Adult Services Librarians into one category and provided separate categories for Coordinator for Children's Services and Coordinator of Adult and/or Young Adult Services. In 1984 we grouped Children's and/or Young Adult Services Librarians together and made Adult Services Librarian a separate category. Coordinator positions for all three groups were combined into one category.

Results

Usable responses were received from 920 libraries, nearly 65 percent of those selected. The results are displayed in the 26 tables that are the bulk of the report. Thirteen tables show the low, mean, and high for scheduled starting salaries and the low, mean, and high for maximum salaries for each position, based on figures from formal salary schedules. Thirteen other tables display the low, mean, and high for salaries actually paid for the same positions. In addition, one table shows the low, mean, and high of salaries paid to beginning professionals in 1982 regardless of position. Another table shows the percentage of the salary budget given to employee benefits.

The illustration below, prepared by *American Libraries* from survey data, compares figures from the 1982 and 1984 reports. It shows the mean of the maximum salaries reported for each position in all types of libraries and in all parts of the country for both 1982 and 1984.

The changes in the 1984 survey noted earlier complicate comparison of 1982 and 1984 salaries. Three positions—Coordinator of Adult and/or Young Adult and/or Children's Services, Adult Services Librarian, and Children's and/or Young Adult Services Librarian—cannot be compared because they appeared in a different form in the 1982 survey.* It seems likely that salary increases in the other categories are partially caused by the changes noted earlier. Even with this qualification, however, it is clear salaries have increased substantially.

The illustration tells the library administrator and the job seeker the average top-of-the-range salary for each position. In setting the salary range for a particular position, however, the library administrator would need more information, as would the job seeker trying to determine what salary to expect. Both would want to know the salary range for a position in a particular type of library or in a particular geographic area. Both would also want to know what salaries are actually paid to incumbents. The *ALA Survey of Librarian Salaries* provides all this information.

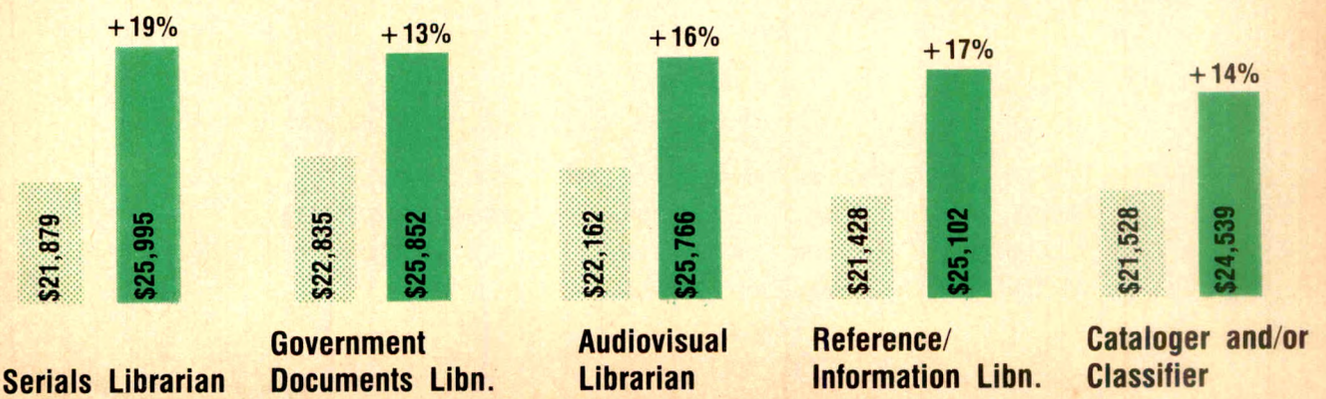
In addition to data about salaries, the 1984 report includes a comprehensive essay on "Employee Benefits: Basic Concepts and Current Issues," an annotated list of "Salary Surveys Providing Information on Library Workers," and text of all ALA policies relating to salary issues.

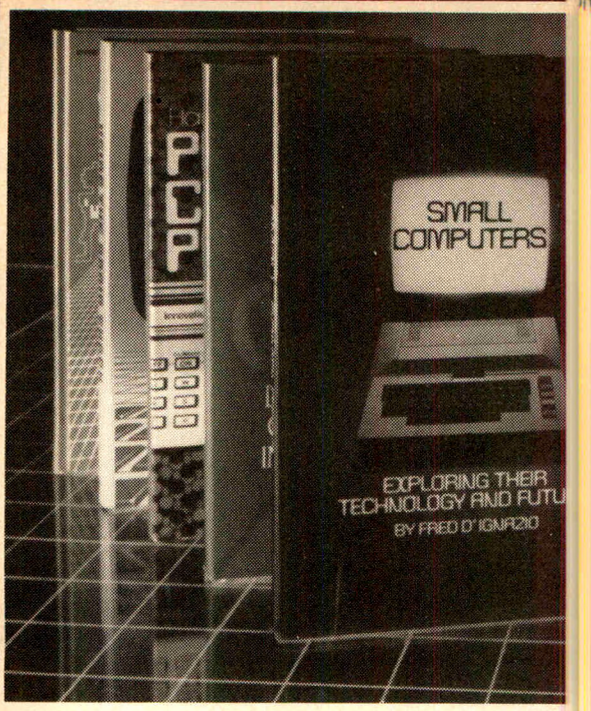
The *ALA Survey of Librarian Salaries, 1984* by Project Director Mary Jo Lynch, Margaret Myers, and Jeniece Guy, is available for $40 from the ALA Order Dept., 50 E. Huron St., Chicago IL 60611 (0-8389-3301-7; ISSN 0747-7201). □

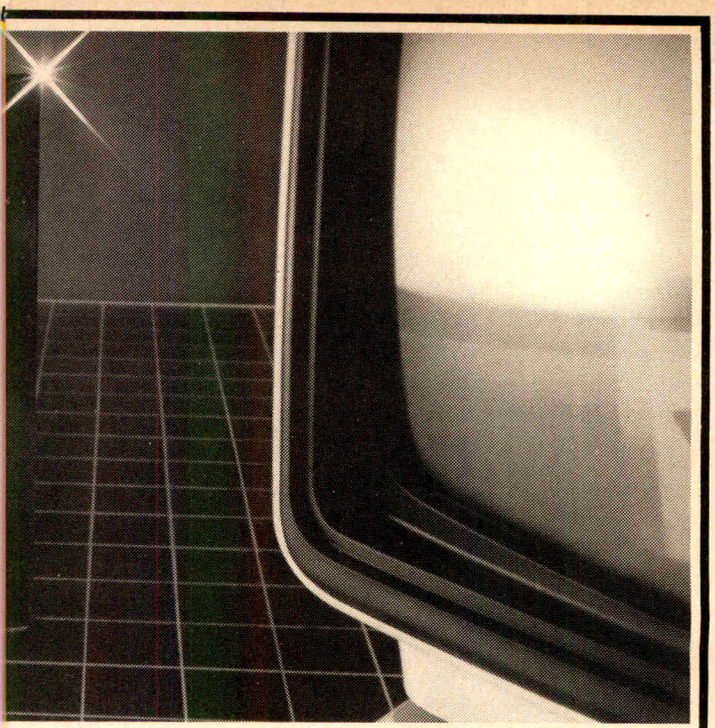
*The average top-of-the-range salary for these three positions from the 1984 survey was $25,887, $22,856, and $21,949, respectively.

top-of-the-range salaries
982 and 1984

Source: *ALA Survey of Librarian Salaries, 1984*, p.64.







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Fall roundup:

Timely products & services for libraries

A generous sampling from the ALA exhibits and recent announcements

THE ROBUSTNESS OF THE LIBRARY marketplace was reflected this summer in another record-breaking trade show at the ALA Annual Conference in Dallas. Thousands of products and services were showcased in more than 780 exhibit units. Since the conference, announcements of more new products have blanketed the *American Libraries* offices like autumn leaves. To provide the armchair shopper with some good leads in a wide range of offerings, we have doubled the size of our annual roundup—yet only hint at the number of products and services we liked. Throughout the year, we'll try to catch up in our regular resource departments.

Books

Blackwell in America. Basil Blackwell, Inc., the international publishing firm that began as a secondhand bookshop in Oxford, England, in 1879, is now publishing in America. Blackwell books previously available under U.S. imprints are now available in North America under their original imprint. The first American list includes more than 200 titles, including *The Resourceful Earth, Girls in the Gang,* and *Halley's Comet,* as well as scholarly and professional books. Write Basil Blackwell, 432 Park Ave. S., Suite 1505, New York, NY 10016.

Historical resources. Research Publications recently published *Iroquois Indians: A Documentary History* and *German and Austrian Drama 1740—1790* on microfilm at $3,300 and $3,000 respectively. *Nineteenth Century Legal Treatises,* in microfiche, are organized into separate units of British and American treatises. Each unit is $2,905, with 15 percent off for a standing order. Research Publications, 12 Lunar Dr., Drawer AB, Woodbridge, CT 06525.

Computer titles. Banbury Books publishes guides, games, and fiction for the users of the 8 million personal computers in the United States. *Cage's Secret,* by Peter W. Tobey and James E. Kelley, Jr., is a November offering. The fall catalog also lists *Wordstar for the Working Writer* and *S B sCenes I* for ages two to four. Write Banbury Books, Inc., 353 W. Lancaster Ave., Wayne, PA 19087.

New from G. K. Hall

Architecture and Art Nouveau. G. K. Hall is plugging two colorful October publications. *The World Atlas of Architecture,* a complete rewrite of the 1975 *Great Architecture of the World,* boasts over 300 full-color pages, 124 architectural plans, and 36 maps. The detailed narrative was written by distinguished architects. The work is 13½-by-9½ inches.

Alphonse Mucha: The Complete Posters and Panels is said to be the first comprehensive guide to the original designs of the Art Nouveau master. The 9½-by-12½-inch volume includes 172 full-cover plates, 103 black-and-white reproductions, and extensive annotations on each entry.

Each book is $75 from G. K. Hall & Co., 70 Lincoln St., Boston, MA 02111.

Pop for YAs. "We're a teenage necessity," declares Pacer, the newest member of the Putnam Publishing Group Books for Young Readers. Pacer publishes paperback originals as well as reprints in all genres. In September, Pacer introduced its Zodiac Club series with the titles *The Stars Unite, Aries Rising, Taurus Trouble,* and *Libra's Dilemma.* The club will have a new title each month at $1.95 each. The Putnam Publishing Group address is 200 Madison Ave., New York, NY 10016.

New social science reference works. The Gale Research Co. plans fall publication for two new reference works: *Psychology Information Resources Directory* and *Economics Information Resources Directory.* Both publications are international guides to organizational sources of information in their subject areas. Sources include research centers, membership groups, government agencies, and university departments. Both are available on approval for 60 days. Each directory is $85 from Gale Research Co., Book Tower, Detroit, MI 48226.

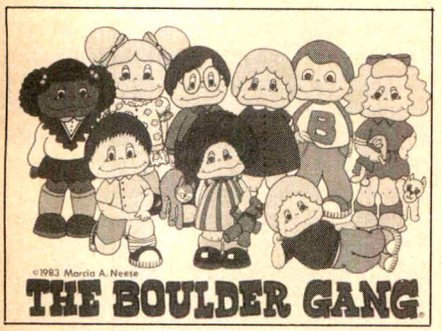
Small presses for small people. Selected titles from 23 publishers are listed in a free catalog from the Children's Small Press Collective. The publications include a natural foods cookbook for children, books teaching children how to prevent sexual assault and abduction, a child development guide based on astrological factors, and *Totline,* an activity newsletter for children's librarians. The collective's address is 719 N. 4th Ave., Ann Arbor, MI 48104.

The National Job Bank is a job-hunting resource containing information on 10,000 employers in 10 major job markets across the country. The entries, taken from previous local "Job Bank" books, list addresses, phone numbers, personal contacts, and brief descriptions of the firms. The 1,600-page volume, arranged geographically and indexed by industry, is available to libraries for 60 days on approval. $79.95 from Bob Adams, Inc., 2045 Commonwealth Ave., Brighton, MA 02135 (0-937860-07-7).

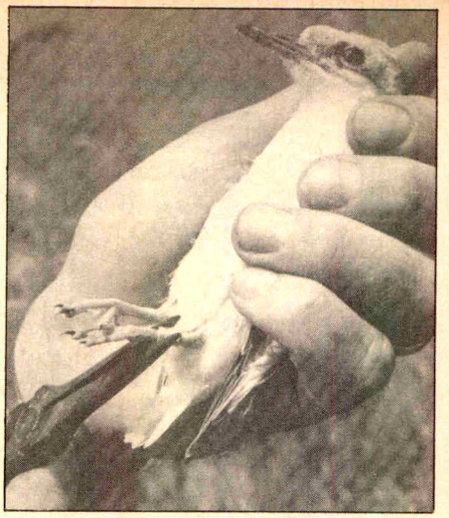
Nutrition resources. The Ryerson Polytechnical Institute's Nutrition Information Service produces bibliographies, resource guides, directories, and audiovisual materials on such topics as nutrition and aging, food and nutrition for the disabled, nutrition and fitness, and infant feeding. A free pamphlet listing the publications is available from the Publications

Office, Learning Resources Centre, Ryerson Polytechnical Institute, 350 Victoria St., Toronto, ON M5B 2K3 Canada.

Much movie memorabilia is found in *The New York Times Encyclopedia of Film*, a 13-volume collection reprinting every article on film published in the newspaper from 1896 through 1979. Over 5,500 news stories, profiles, and interviews are published in facsimile, along with photographs, illustrations, and advertisements. One volume of the set is devoted to a comprehensive subject and title index. A companion to *The New York Times Film Reviews*, the encyclopedia is $2,000 from Times Books, 130 5th Ave., New York, NY 10011 (0-4-5014319-2).



The Boulder Gang *(so named because their heads are shaped like rocks, according to author-illustrator Marcia Neese) are the stars of a new series of books for grades 2–3. Each title focuses on a member of the gang who has to tackle a common problem, such as fear of the dark, lack of popularity, or receiving a low grade. The publisher, Baker Street Productions (POB 3610, Mankato, MN 56002-3610) also offers self-adhesive motivator and award stickers featuring the gang.*



A career in hand. Opportunities in Animal and Pet Care, *from which the illustration above is taken, is one of the recent titles from VGM Career Horizons, 4255 West Touhy Ave., Lincolnwood, IL 60646-1975. New career books for fall cover acting, architecture, federal government, paralegal work, travel, and more. Write for the latest catalog.*

Genealogy guide. *The Compendium of Historical Sources* is subtitled "The How and Where of American Genealogy." The manual contains over 1,000 pages of advice on choosing research methods and sources and lists of state and national record centers, museums with genealogy records, and over 2,400 "little-known but important" information sources. The guide also tells where to find and how to use court records, land records, census records, immigration and naturalization records, passenger lists, military records, railroad records, and other materials. $100 plus $2.95 shipping from Butterfly Publishing Inc., POB 21116, Salt Lake City, UT 84121.

State of the states. *Flying the Colors: Texas* is the first in a series of books providing a county-by-county look at the 50 states. The volume opens with an overview of the state's land, economy, and government and then gives statistical information and other data on each county. The guide also describes the major urban areas in Texas and includes a brief history of the state and background on the formation of each county. Political Research, Inc., 16850 Dallas Pkwy., Dallas, TX 75248.

Periodicals and Indexes

Current Canadiana. Shirley Lewis Information Services, Inc., promises to keep you informed about good Canadian children's materials in the monthly *Current Canadiana*. A one-page annotated list of books, records and tapes, and computer software, it is a review, selection, and ordering tool. $30 per year, monthly except July and August from Shirley Lewis Information Services, Inc., 196 N. Queen St., Etobicoke, Ont., M9C 4Y1, Canada.

New periodical indexes. *Abstrax* provides cover-to-cover indexing of 225 periodicals, including a summary of each article cited. The index is cumulated and issued on 4-by-6-inch microfiche or roll microfiche for COM readers every six weeks. *Abstrax* is also available online on BRS. JA Micropublishing, Inc., POB 218, Eastchester, NY 10707.

Each weekly issue of *Popular Magazine Review* contains an average of 400 abstracts from 75 periodicals, designed to arrive while the issues are still on the current periodicals

DEWEY Decimal Classification® Numbers You Can Count On!

New **Melvil Dewey: The Man and the Classification.** 1983. Proceedings of 1981 Seminar. Contributors: Keyes D. Metcalf, David Kaser, Dee Garrison, Francis Miksa, Wayne A. Weigand, John P. Comaromi, W. Boyd Rayward, Gordon Stevenson. 210 pp. ISBN 0-910608-34-2 $10.00

Also Available **DEWEY Decimal Classification and Relative Index. Edition 19.** 1979. 3273 pp. Set: 3 Vols. ISBN 0-910608-23-7 $100.00 Purchasers of Edition 19 are entitled to receive FREE issues of the DC& supplements to Edition 19. Vol. 4, Nos. 4 and 5 available 1984.

Manual on the Use of the DEWEY Decimal Classification: Edition 19. 1982. 551 pp. ISBN 0-910608-32-6 Paper $20.00

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shelves. One-year subscriptions include 50 weekly newsletters, monthly indexes, quarterly cumulative indexes, and a binder. Popular Magazine Review, POB 325, Topsfield, MA 01983.

"Health literature is out there; let's get it to the layperson" is the credo of the *Bernoff Index to Consumer Health Literature.* The three-times-yearly publication covers over 25 periodicals designed for or of interest to the layperson; the titles, most not indexed elsewhere, range from *American Health* to the *Harvard Medical School Health Letter.* Annual subscriptions are $45 from POB 15846, Philadelphia, PA 19103.

M300 and PC Report is "the single library-oriented source of information for developments, trends, forecasting, and use of the IBM PC as a technical processing, library management, and collection access tool," according to editor Nancy Jean Melin. The monthly journal will feature reports on the PC's installation, integration, and use at libraries and support agencies, as well as reviews of new library applications programs for the PC. Annual subscriptions are $29 to institutions ($20 to individuals), with sample issues available on request, from Meckler Publishing, 520 Riverside Ave., Westport, CT 06880.

African diaspora newsletter. Howard University Press, marking its 10th year of publishing, is offering the *African Diaspora Studies Newsletter,* edited by Joseph E. Harris. African diaspora studies are concerned with the historical connection between Africans and people of African descent abroad. The newsletter will appear in English, French, Portuguese, and Spanish. Topics in the first issue include "Transformation of Pan-Africanism," reports from across Africa, and diaspora studies at U.S. and African universities. $10 per year (2 issues), $6.50 per issue from *African Diaspora Studies Newsletter,* c/o Howard University Press, 2900 Van Ness St., N.W., Washington, DC 20008.

Microfilm

Black studies microfilms. The latest catalog of National Archives microfilm publications lists records dealing with blacks in the United States, with descriptions of the materials and the offices that issued them. The 100-page catalog includes the records of the Bureau of Refugees, Freedmen, and Abandoned Lands, established by the War Department in 1865, as well as selected records from Congressional committees and hearings, court cases, the Census Bureau, and other federal agencies. Request on library stationery from the National Archives Trust Fund Board, Washington, DC 20408.

Visit to a not-so-small publisher. *At the ALA Exhibits, IFLA President Else Granheim visits the K.G. Saur booth and Klaus Saur, whose firm publishes IFLA materials and a growing number of ambitious microform products. Saur's latest includes the card catalogs of the Harvard Fine Arts Library and Harvard Distributable Union Catalog. Now underway is an enormous project to reproduce the Library of Congress Main Catalog—a dictionary catalog containing approximately 25 million cards—in fiche. Ask for a publications kit from K.G. Saur, 175 Fifth Ave., New York, NY 10010.*

Book info on microfiche. The Library Corporation of Washington, D.C., says that its seven *Any-Book* indexes provide astonishing access to almost every book published during the last 10 years plus earlier titles still in print. Totally republished on standard microfiche each February, June, and October, *Any-Book* indexes by titles, words, authors, subjects, areas, ISBNs, abbreviations, and publishers. Next year *Any-Book* will be published on Laser Memory. To review the complete set write the firm at POB 40035, Washington, DC 20016.

Software

College selection by computer. The Big Decision driving high school seniors and parents nuts this fall can be aided by two software packages from Peterson's Guides. "College Selection Service" searches a college database by 18 catagories such as location, costs, and campus setting, with 600 different descriptive characteristics. It comes with print materials and runs on the TRS-80 II and 12, the 48K Apple II, II+, and IIe, and IBM PC, among others. Cost: About $145. "Financial Aid Service" helps students analyze need and sources, runs on the Apples mentioned above, and costs $195. Write Peterson's Guides, Dept. 4204, 166 Bunn Drive, POB 2123, Princeton, NJ 08540.

EastWind blows in from Kansas. Data Phase Corp. introduced its EastWind series of microcomputer software programs at ALA, featuring totally integrated projects in

Problem Patrons?

The problem patron in the library can be tiresome and annoying—or potentially dangerous. Librarians can find help in dealing with these patrons by reading this new collection of fictionalized case studies.

River Bend Revisited: The Problem Patron in the Library, by Bruce A. Shuman / Available August 1984 / 224 pages / 6 × 9 / Paperbound / ISBN 0-89774-125-0 / $22.50(t)

Be an Assertive Librarian!

You can turn win-lose conflicts into win-win transactions by following the case study examples, self-work exercises, and advice offered in this practical new handbook.

The Assertive Librarian, by Janette S. Caputo / Available August 1984 / 256 pages / 6 × 9 / Paperbound / ISBN 0-89774-085-8 / $19.50(t)

(t)=Tentative price.

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". . . documents what most of us have known or suspected: that poverty in the 1980s is more profound, more polarizing, and more problematic than it was 20 years ago. With firm grounding, he traces its recent causes and manifestations. . . . After this careful analysis of the problem, Harrington attempts to offer some solutions. . . ."

— ***Booklist* 6/15/84, *Upfront: Advance Reviews***

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acquisitions, circulation, and public access. Data Phase has adopted ALIS software into diskette format for use on IBM, Apple, and Data General Computers. For a price break on the $2,500 circulation software and further information, write Data Phase at 9000 W. 67th St., Shawnee Mission, KS 66202.

Micro "Knowledge Explorer." Grolier Educational Corp. is offering software that uses *The New Book of Knowledge Encyclopedia* to promote computer literacy and reference skills. Among five programs available in the Knowledge Explorer series are two of special interest to librarians: WonderQuest helps students learn to use the *Encyclopedia;* and InforMaster teaches us-

From the WonderQuest program in Grolier's Knowledge Explorer series.

ers how to compile a database and manipulate it in various ways. Other programs include a treasure hunt through Vol. A of the *Encyclopedia,* an island adventure in Vol. M, and computer graphics. Programs can be used with 64K Apple IIe, II+, and II micros. Grolier Educational Corp., Sherman Turnpike, Danbury, CT 06816.

Downloading made simple. Personal Bibliographic Software, Inc., urges users to "end the mystery of the MARC tagged fields" with its Data Transfer System, a companion program to the company's well-received Personal Bibliographic System. The new product allows users to download full MARC records from another system (the brochure uses OCLC as an example) into a personal database file. The Personal Bibliographic System then takes over to allow editing of the records and printing in bibliographic citation rather than MARC style. Personal Bibliographic Software, Inc., POB 4250, Ann Arbor, MI 48106 (313-996-1580).

Low-cost computer literacy. The IBM PC APPRENTICE series offered by Prentice-Hall, Inc., teaches popular software applications at reasonable prices. The series consists of Prentice-Hall/Chambers tutorial Workbooks, a teacher pack, and special "educational versions" of widely used software packages covering accounting, database management, electronic spreadsheets, programming languages, and word processing. Workbooks are $14.95; teacher packs, $19.95; and software, $29.95 (higher for programs using more than one master disk). A licensing agreement allows instructors to make copies of master disks for each tutorial workbook purchased. The series runs on all IBM PC products. Prentice-Hall, Inc., General Publishing Division, Englewood Cliffs, NJ 07632 Attn.: Dean Karrel.

Systems

Online system from Science Press. From the heart of Pennsylvania Dutch country, Ephrata, Pa., comes the Automated Library System (ALS) of Science Press, a COM catalog producer. The integrated system runs on IBM hardware and uses Cullinet database management software. It supports cataloging, acquisitions, serials control, film and media booking, and circulation, as well as authority control listing, vendor profiles, fund accounting, and patron files. ALS can accommodate the MARC communication format, and OCLC and MARC-compatible formats. Science Press, Attn.: Alfred W. Baker, 207 E. Holly Ave., Suite 111, Sterling, VA 22170 (703-450-4477).

Two hot in-house systems. Visitors to ALA Exhibits crowded around demonstrations by Virginia Tech and Northwestern University library staff to view much-heralded systems developed and marketed by those institutions. The Virginia Tech Library System is an "online, fully integrated software package which runs on the Hewlett-Packard 3000/Series mini-computers" and "has been selected for use by more than 50 libraries." For features of Release III.1 write: Center for Library Automation, 416 Newman Library, Virginia Tech, Blacksburg, VA 24061.

LUIS is the online catalog module of the Northwestern Online Total Integrated System. It offers subject searching and consolidates and displays bibliographic, holdings, and processing information, including for serials. Write Northwestern University Library, Information Services Dept., Evanston, IL 60201.

Databases

Marquis adds a database. The Marquis Who's Who Database, available through DIALOG, has added Who's Who in Frontier Science and Technology. The new database provides information on more than 16,000 scientists doing work in such fields as genetic engineering, artificial intelligence, holography, robotics, and psychophysics.

(Continued on p. 658)

OCLC UPDATE

WHY CONSIDER LS/2000?

A variety of options exists today for local systems—circulation systems, online catalogs, support systems. Librarians and consultants have told us what they feel sets LS/2000 apart. Our growing list of library users confirms their judgment. We invite you to consider LS/2000 for yourself.

Keyword Access

LS/2000 provides you with keyword access to a word ***anywhere*** in a bibliographic record. Keyword access is standard on every LS/2000 system and does not require any additional hardware or software.

Bibliographic Support

LS/2000 features a subsystem dedicated to the support of the bibliographic files that are at the heart of your local system. LS/2000 provides extensive facilities to significantly enhance technical services productivity.

Database Creation

We can extract your records from OCLC's Online Union Catalog; custom label programs can link a specific barcode to a specific item, and copy-specific records may be built from the MARC records during the load process. We can even convert the headings in your database to AACR2 form using the current Library of Congress Name-Authority File. Our Retrospective Conversion Service can create a file of machine-readable records by adding your holdings to OCLC's Online Union Catalog.

Authority Control

Global changes make catalog maintenance easier and online cross-references get your patrons to the information they need. New records entering your local system are automatically checked against the authority file, "flips" performed, and differences placed in a review file.

Flexibility

LS/2000 offers a wide variety of system configurations. We offer the LS/2000 Micro Series for smaller libraries and provide minicomputers and super-minicomputers for larger systems. And our powerful profiling parameters allow us to work with you to tailor a system that fits the needs of your patrons and reflects your circulation policies.

MARC In & Out

Machine-readable cataloging records, the basis of the system, are loaded directly into LS/2000. Bibliographic and authority records are available online in the MARC format and we support all MARC formats. You may even output a MARC tape from the system for security or resource-sharing purposes.

User Support

OCLC understands libraries. Our librarians are skilled in automation and committed to local systems. Our goal is to ensure that your system is right, the installation is smooth, and the support and assistance are continuous.

6565 Frantz Road, Dublin, Ohio 43017-0702
614-764-6000 TWX: 810-339-2026

Light on serials. Infoserv is The Faxon Company's new serials information database that is available to libraries whether or not they use Faxon's other services. Infoserv contains up-to-date information on all new serials produced during the past three years, serials titles that have undergone major change, and forthcoming titles. Users can search for titles, see descriptions of them, request more information and sample copies, and order subscriptions. The system is compatible with many ASCII terminals and only requires a Faxon password. The Faxon Company, 15 Southwest Park, Westwood, MA 02090.

Hardware

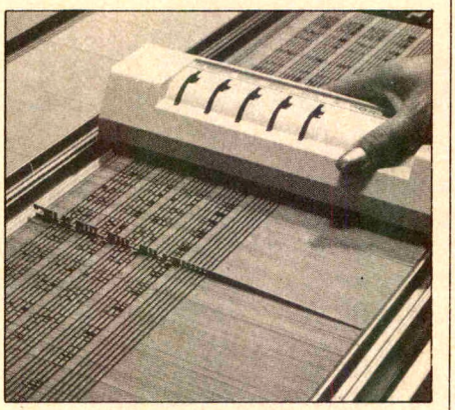
Ordering comes up roses. "The Rose" from Brodart is a hand-held electronic device similar to a portable calculator that allows librarians to input a library order, review it, and automatically send it to Brodart by toll-free telephone line. Brodart sends the library an order confirmation next day, as well as information on o.p. titles and direct order titles. An optional five-part order form can be sent for each book. No minimum or maximum order. "The Rose" and order confirmation service are $275 per year; order form service is $50 more. Brodart Co., On-Line Services, 500 Arch St., Williamsport, PA 17705.

Jumbo microfilm screen and prints. Minolta's RP407E desktop reader-printer can print out documents as large as it displays them—11-by-17 inches—and offers five types of carriers for all the latest in quick-retrieval film packaging. A switch provides positive prints from either positive or negative film. Write Minolta Micrographics Division (101 Williams Dr., Ramsey, NJ 07446) for a brochure.

AV extraordinaire. Among new items for the demanding AV specialist are these:

- The Bell & Howell 850 sound/slide projector is described as "incomparable, the standard by which to measure all others." This deluxe model features a front/rear screen projector with a built-in microprocessor and rapid random access. Keyboard programming is done on the machine or with an infrared remote transmitter. Bell & Howell Audio Visual Products Div., 7100 N. McCormick Rd., Chicago, IL 60645.
- The Professional Videotape Evaluator/Cleaner from RTI finds the wrinkles, creases, edge damage, loose oxide, and other problems in your videotapes and cleans 'em up. RTI, 4700 Chase Ave., Lincolnwood, IL 60646.
- RTI claims its cinescan desktop machines are the latest and greatest for previewing or studying 16mm films. High tech enables viewing at twice running speed without losing comprehensibility of the sound track. Top scanning speed is one-twelfth normal running time. RTI at the address above.

Find a fiche fast. The old keysort concept of matched notches for card retrieval is reborn in a mechanical contrivance (below) from the Russ Bassett Company. Called the Bassett Retrix System, it can produce a desired fiche, film jacket, or aperture card from a random file of up to 12,000 with one sweep of the hand. The demonstrations we watched were impressive. Write the firm at POB 249, 8189 Byron Rd., Whittier, CA 90608.



With a sweep of the hand, the Bassett Retrix System can find a fiche fast.

Personal copying. At the ALA Exhibits, Canon was showing the latest addition to its family of personal copiers, the PC–25. A changeable cartridge holds the key copying innards and lasts for about 2,000 copies. The compact machine pops out eight copies a minute, up to 10-by-14 inches, and reduces and enlarges. Write Canon Headquarters at One Canon Plaza, Lake Success, NY 11042

Compact microfilmer. The latest offering from Alos Micrographics Corp. is a typewriter-sized Simplex Camera 16, into which documents are fed as with a desk-top copier. What comes out is high-resolution microfilm. The firm's address is 239 E. Plains Rd., POB 407, Walden, NY 12586.

Computer money changer. Standard Change-Makers, Inc., advertises that you can convert your present magazine-load standard bill changer into a "smart" new computer changer with convenient hopper-loading, three times your present capacity, and built-in audit and self-diagnostic systems. The company offers computer changer conversion kits for five SCM series as well as a whole new line of "intelligent" bill/coin changers. Write Standard Change-Makers, Inc., 422 E. New York St., Indianapolis, IN 46202.

Carting media. The Worden Company has developed "instant organization on wheels" for storage, transportation, and distribution of audiovisual media in libraries. The Media Transport System uses wire baskets that can be mounted on movable carts or attached to wall units in library buildings or vans. The baskets hold up to 40 lbs. of materials. The Worden Company, 199 E. 17th St., POB 915C, Holland, MI 49423 (616-392-1848).

Miscellany

Reference Book Guides are 5½-by-8½-inch cards containing instructions for using 300 leading reference sources. Each card gives the purpose of the tool, describes its organization, tells how to use it (with an example), and lists other sources to check. The cards can be placed in the inside cover of the book (bright red spine labels stating "To use this book see inside cover" are provided) or photocopied for mass distribution. Mountainside Publishing, Inc., POB 7034, Ann Arbor, MI 48107.

Free videos. Video Outreach will lend videotapes to educators to copy for classroom use at no charge. The 10 titles now available cover such topics as the Treasure of Tutankhamun, Thomas Jefferson as artist, consumer credit, creating safer neighborhoods, and solar energy. The company sends the tapes in ¾-or ½-inch format and asks only that they be returned via UPS within one week. Video Outreach, c/o The JN Co., POB 388, Woodbury, NY 11797.

Domes as libraries. A vendor who has been around Libraryland before is back with an award-winning product he helped develop for the alternative housing market. It's a geodesic dome structure, easy to build and adapt to library use, says Robert M. Baker, president, R.M. Baker Co. Write him for a color brochure at POB 226, Wayzata, MN 55391.

Toll-free to Ingram. Customers may now call an Ingram Book Company service representative free at the following numbers: 800-321-7588, and (in Tennessee) 800-874-0223.

Designing for libraries. The Architects Collaborative Inc. (TAC), Cambridge, Mass., one of the nation's largest architectural firms, has had several college/university and public library clients. Among them are the University of South Florida at Sarasota; Boston College; the University of Virginia, Charlottesville; North Kingstown (R.I.) Free Library; and the Brighton (Mass.) Branch Library. The firm takes a collaborative approach to design that combines experienced design teams, an open design review process, and "a dynamic relationship" with the client. TAC The Architects Collaborative Inc., 46 Brattle St., Cambridge, MA 02138 (617-868-4200). □

youthreach

Finger- and footprinting program gets kudos at public library

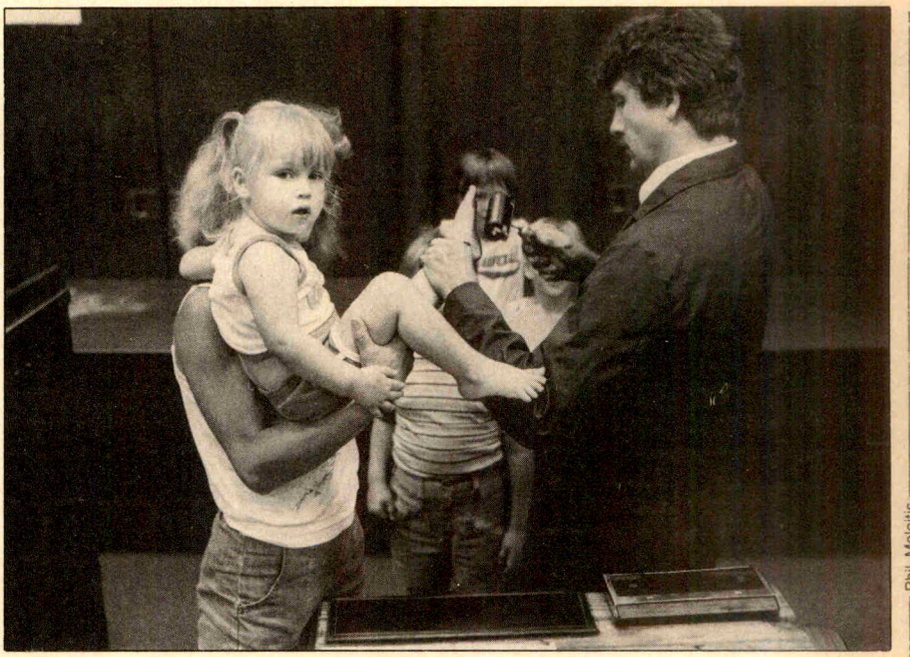
Last summer the Chicago Public Library Children's Services Department launched a free fingerprint identification service at all 18 branches of its southwest district. By September, 30 of 85 branches in the system had participated.

The program was a cooperative venture between CPL and the Chicago Police Department Bureau of Community Services.

One parent responding to the program had experienced the abduction of a child. She was bringing her other children to the library for the service. "Knowing that I have my children's fingerprints on hand gives me a feeling of security," she said.

The fingerprinting is actually a service for parents, who retain the prints for identification purposes. A father of four, who brought his children to the Sherman Park branch, commented he was in favor of the program because the parents, and not the police, kept the records.

Elizabeth Huntoon, head of the CPL Children's Services Department, told *AL:* "This is a fine opportunity to obtain prints of children who may have missed the process in Chicago schools earlier in the year, and a particularly good way to get to the preschoolers who otherwise couldn't participate."



Phil Mololtis

Two-year-old Tammi Rowell is at ease in her mother's arms as Chicago police officer Gene Jaglowski prepares to take her footprints at the Chicago Public Library.

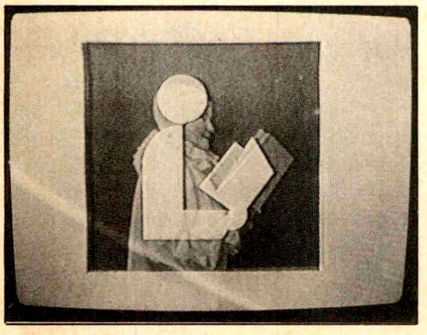
She said that preparing publicity for standardized media and community agencies required little additional effort. An important aspect of the service was to distribute permission slips to parents a week in advance.

Huntoon pointed out that police preferred footprinting children under nine months old. Police also informed Huntoon that younger children often have to be reprinted at the ages of five or six because their prints change.

Only one task required the presence of children's librarians: cleaning up little hands and feet after the prints were taken.

1

2



3

4

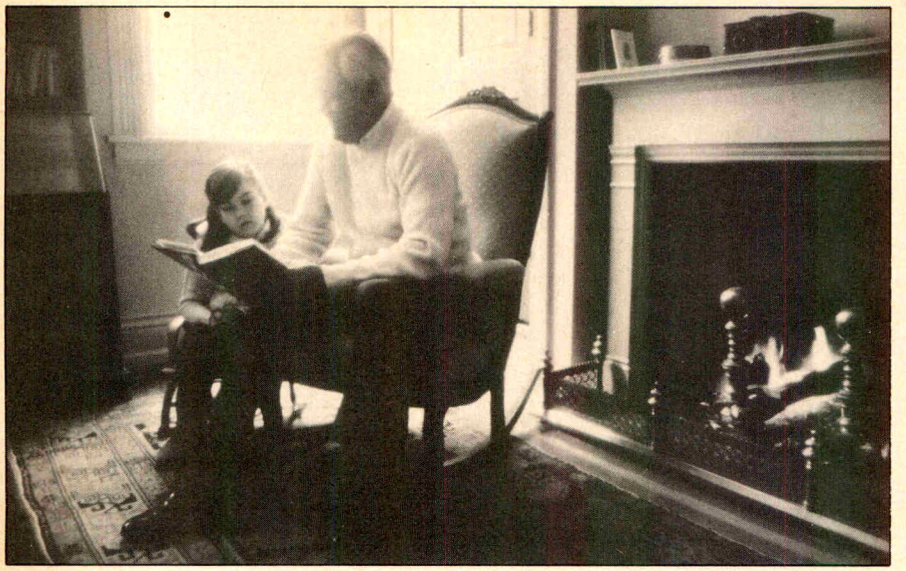
Bringing symbol to life

Mime-librarian Alice Wittig (left) of the Mendocino (Calif.) High School dressed as a clown to star in a 30-second TV spot dramatizing the library symbol. The voice-over says: "Whether you need facts about the past, predictions for the future, or just a bit of relaxation in the present, think of the Reader (symbol) and your local library."

The spot will help children in the Mendocino Unified School District locate the libraries in their three schools. Senior high school video classes helped prepare the presentation.

Wittig told *AL* the spot is part of a week's events this fall to promote school library services. Included will be visits with mime Wittig, contests, and lavish displays. The videotape will appear on a local educational cable TV channel and be rerun for each class in the schools.

ala report



One of the many positive images of public libraries to be seen in **Always in Season,** *a 10-minute slide/sound presentation that can be personalized with local library slides. The production, available from ALA, carries a motivational message.*

Sheldon fundraising workshop available in multimedia

Brooke Sheldon's popular 1984 President's Program, "Raising Funds for Libraries: Paths to the Private Sector," (*AL*, July/Aug., p. 492), can now be obtained from the Public Information Office. A multimedia kit has been prepared for libraries, associations, and agencies sponsoring workshops on fundraising.

The kit includes a 90-minute videotape of the President's Program available in 3/4-inch or VHS-format videotape, and an instruction manual for trainers. It also contains 50 copies of five brochures explaining how fundraising techniques can be adapted to libraries, 50 copies of a general annotated fundraising bibliography, and 50 copies of a list of 64 librarians and library fundraisers who are willing to share their expertise.

The training package has been sent at no cost to the 21 state agencies that participated in preparing the program: Alabama, Alaska, California, Colorado, Connecticut, Florida, Illinois, Indiana, Iowa, Kentucky, Maryland, Mississippi, Missouri, Montana, Nebraska, New York, Ohio, Pennsylvania, Texas, Virginia, and Wisconsin.

The package is $200 from PIO at ALA headquarters.

Always in Season *personalized*

The 10-minute slide/sound production, *Always in Season*, which won acclaim at the 1984 President's Program, is also available from the ALA Public Information Office. The show can be personalized with local library slides.

Designed to present a fresh, realistic, and heartwarming look at public libraries in general and your library in particular, *Always in Season* does not mention fundraising but carries a motivating message. It was produced by Donna Lawrence Productions of Louisville, winner of many awards.

The production is available for $150 in three formats: single-carousel slide tray with sound-synched tape cassette and instructions for localizing the presentations; 3/4-inch videotape for use on local cable TV stations; and VHS-video format. Please specify format, make check payable to the American Library Association, and address request to PIO at ALA Headquarters.

Josey needs 450 volunteers to staff President's Program

President E.J. Josey seeks 450 ALA members to help with his President's Program at Annual Conference in Chicago July 8. The volunteers will act as discussion leaders and reporters in small groups deliberating on the theme, "Building Coalitions for the Public Good" (*AL*, July/Aug., p. 519).

Josey aims to bring together 2,000 members of ALA and other national organizations to reaffirm the concept of the public good and develop coalitions to foster public support of libraries and other public institutions. The conference-within-a-conference is expected to clarify the public-good concept, foster an appreciation of the need for effective action coalitions, and produce a publication that includes position papers, speeches, and summaries of the discussions. The published proceedings can serve as a planning tool for future state, regional, and national efforts, and provide ideas for individual libraries.

The volunteer discussion leaders and reporters must be ALA members who can attend, at their own expense, a training and orientation session at the ALA Midwinter Meeting in Washington, D.C., Jan. 6, 2-4 p.m. Before the session, volunteers will receive at least one position paper to provide a focus for the training.

To volunteer or recommend someone, please send name, address, and phone number by Nov. 1 to Carla J. Stoffle, University of Wisconsin/Parkside, Kenosha, WI 53141. A committee made up of Joseph Boisse, Gloria Coles, Miriam Crawford, Marva DeLoach, and Stoffle will review the applications and make appointments in consultation with President Josey by Dec.7.

PLA inaugurates U.S. jobline for public librarians

The Public Library Association has launched a telephone jobline open 24 hours a day to help public librarians offer and find employment nationwide. The number: 312-664-5627, or 312-664-JOBS.

The jobline, which began July 1, lists position title, location, job description, requirements, salary, closing dates, and application data for each available public library position. The listing is updated every Friday morning to keep it current and accurate.

Employers who wish to list a job vacancy should mail essential information to Penny Spokes, PLA Jobline, 50 E. Huron St., Chicago, IL 60611. PLA will supply job listing forms if requested. A two-week listing costs $30 to PLA members, $35 to others. Checks payable to PLA Jobline should be sent with the listing. For an additional $10, employers may telephone the listing to the PLA office, 312-944-6780 (ext. 412). The PLA jobline can accept only equal opportunity jobs in public libraries.

American Libraries' LEADS Section will continue to offer its services for published listings in all areas of library employment.

ACRL/PLA workshops to unite librarians and humanists

The Association of College and Research Libraries and the Public Library Association have received a $209,436 National Endowment for the Humanities grant to conduct cooperative humanities workshops throughout the country in 1984 and 1985.

Six two-day regional workshops will be held to bring public and academic librarians and humanist scholars together for the purpose of cooperatively planning humanities programs and attracting funding.

Forty-five applicants (15 teams) will be accepted for each workshop, with preference given to teams of one public librarian, one academic librarian, and one faculty humanist. Librarians are encouraged to bring a

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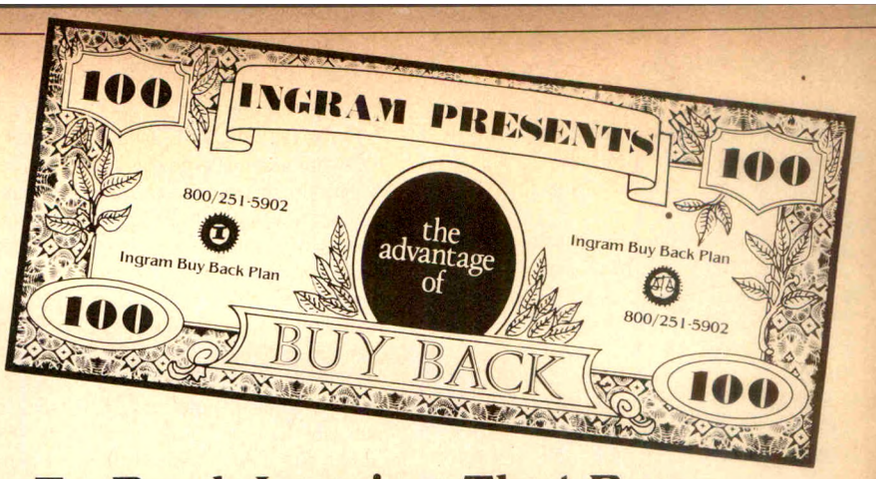

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scholar who can be involved in future projects in their regions. The participants will receive lodging and meals at the workshop site and a travel subsidy of up to $150 per participant.

The workshop dates, locations, and application deadlines are: Madison, Wis., Oct. 17–19, deadline past; Santa Barbara, Calif., Dec. 12–14, apply by Oct. 31; Lexington, Ky., Mar. 13–15, apply by Jan. 31; Baltimore, Md., May 1–3, apply by Mar. 22; White Sulphur Springs, W. Va., Aug. 28–30, apply by June 28; and Northwestern/Mountain Plains region (site not selected), November 1985, apply by Sept. 27.

The project directors are Shirley Mills-Fischer, PLA executive director, and Barbara Macikas, ACRL Continuing Education Officer. For more information and application forms write or call ACRL, NEH project, at ALA Headquarters.

ALANET offers ABI/INFORM and ALA bulletin board

ABI/INFORM, a database providing worldwide coverage of business and management information appearing in more than 650 publications, is now available through ALANET, the American Library Association electronic mail and information service. ITT Dialcom, Inc., of Silver Spring, Md., which provides ALANET's computer services, recently added ABI/INFORM to its growing number of database services.

The ABI/INFORM database consists of 200-word abstracts of articles on such topics as data processing and information management, marketing, telecommunication, and all aspects of management. It can be used to locate business case studies, competitive information and trends, or specific industries. Full texts can also be ordered through Dialcom. Access to ABI/INFORM for ALANET subscribers is $28.50 per hour, plus the connect-time rate of $17 per hour; rates are $13 per hour at off-peak times.

Joel Lee, ALANET Systems Manager, announced that the network-wide electronic bulletin board began operating late in June. The bulletin board allows ALANET participants to post announcements, exchange ideas, and help solve practical problems in a variety of categories. To post or read notices, participants can call for such topics as fundraising, microcomputers, solutions wanted, and youth ideas. Users are encouraged to suggest new categories.

Lee says ALANET is the fastest-growing network in the library field, with more than 550 mailboxes activated since it began in January. For more information contact Joel Lee, ALANET Systems Manager, ALA Headquarters Library.

Chicago attorney Nancy Herman appointed to OIF post; Hazel Rochman joins *Booklist*

Attorney Nancy Herman of Chicago was named Assistant Director of the Office for Intellectual Freedom in May, and attended her first Annual Conference in Dallas.

Herman has worked with Herman and Johnson, a civil law firm she established in 1979, and as a law clerk for the Legal Assistance Foundation and the Cook County Public Defender's Office.

Herman received her J.D. from ITT/Chicago-Kent College of Law and has studied at universities in Greece, France, and Israel.

At OIF, she writes and edits the *Memorandum* and the *Freedom to Read Foundation News*. She also serves as staff liaison to the Intellectual Freedom Round Table.

• Certified School Librarian Hazel Rochman joined the *Booklist* staff Sept. 1 as Assistant Young Adult Books Editor.

Born in Johannesburg, South Africa, where she worked as a journalist, Rochman has taught English in Leeds and London, England. She earned an MA in Teaching at the University of Chicago and had served as librarian at the University of Chicago Laboratory Schools since 1976.

JMRT and Baker & Taylor spread $8,500 in grassroots grants

Thirty-four library students across the nation will attend state or regional library association conferences this year as winners of Baker & Taylor/JMRT Grassroot grants.

The students, who will each receive $250, are chosen by the states or districts. The winners are: *Alabama*—Minette D. Bodenhamer of North Birmingham, *Alaska*—Joyce Jenkins of Petersburg, *Arkansas*—Kathy Buchanan of McDougal, *Connecticut*—Christopher Templeton of New Haven, *District of Columbia*—Martha Scheel of Washington, D.C., *Florida*—Tom Wrenn Sloan of Tallahassee, *Georgia*—Gail Garfinkle of Atlanta, *Illinois*—Cheryl Bernero of Champaign, *Indiana*—Eileen Deirdre Burkett of Bloomington, *Iowa*—Mandy Lynn Kirchner of Iowa City, *Kansas*—Sylvia Reimer of Emporia, *Louisiana*—Angela P. Baskin of Downsville, *Maryland*—Carla Kaessinger Coupe of Wheaton, *Mississippi*—Laura Gilham of Hattiesburg, *Missouri*—Carmen King of Columbia, *Nebraska*—Grace Jackson-Brown of Emporia, *New Hampshire*—Robert Reinhard of Suncook, *New Jersey*—Anne Glasser of Westfield.

Also, *New York*—Eileen King of New York City, *North Dakota*—Judy Gram of Grand Forks, *Ohio*—Kent Mulliner of Athens, *Oklahoma*—Sharon June Taylor of Norman, *Oregon*—Joan Roberts of Lake Oswego, *Rhode Island*—Scott G. Carlisle of Kingston, *South Carolina*—Paul Michael McCulley of Columbia, *Texas*—Marilyn Sewell of Arlington, *Utah*—Larry Rex Skidmore of Provo, *Vermont*—Tamara Durfee now of New York City, *Virginia*—Susan Lee White of Richmond, *Washington*—Linda Wooster of Puyallup, *West Virginia*—Kimberly Sanetrik of Pennsboro, *Wisconsin*—Gregg Grisa of New Berlin, *Wyoming*—Sunny Ellen Munns of Casper, *Mountain Plains*—Mary Jensen of American Fork, Utah.

Your input requested

• The Public Library Association is soliciting program proposals for its 1986 national conference on "Public Libraries: Gateways to Growth." The program ideas should relate to public library services and appeal to the broad spectrum of public libraries. The conference will be held in St. Louis, Mo., April 2–5, 1986. The deadline for submitting proposals is Nov. 2, 1984. For proposal forms and additional information, contact Penny Spokes, PLA, at ALA Headquarters.

• Dec. 15 is the deadline for nominations for the new PLA Leonard Wertheimer Multilingual Award, to be granted to a person, group, or organization for enhancing and promoting multilingual public library services. For more information, contact PLA.

• The Government Documents Round Table Notable Documents Committee is compiling the third annual Notable Documents List and seeks suggestions for inclusions. Send your suggestions with full bibliographic information and justifications to Ed Herman, Government Documents Dept., Lockwood Library, SUNY/Buffalo, Amherst, NY 14260.

• The Young Adult Services Division is looking for artists aged 13 to 18 to design a cover for its annual list of outstanding books

for young people. The design should be 9-by-3¾ inches and include the words "Best Books for Young Adults 1984." The artist's name, age, school, and home address must be on the back of the design. YASD urges librarians to hold cover-design contests and generate entries for the competition. The winning artist will receive $50. Send designs by Dec. 1 to Betty Carter, 2310 Lexford Lane, Houston, TX 77080.

• The Genealogy Committee of the Reference and Adult Services Division History Section plans to alert librarians to the potential use of computers in genealogy with a half-day program at Annual Conference in Chicago. The committee invites experts to submit program proposals on aspects of institutional or personal computer applications to genealogy, including drawbacks, problems, and failures. The presentations should be 30 minutes long and may include demonstrations to groups of up to 30 persons after an address to a larger audience. Proposals should be submitted by Dec. 1 to Charles Clement, program chair, 50 E. North Temple, Salt Lake City, UT 84150.

• The Library Administration and Management Association Fundraising and Financial Development Section seeks cosponsors for a regional one-and-a-half day institute on "Fundraising for Libraries." The institute was designed and will be presented by Al Milano, former New York Public Library development director, who masterminded LAMA's fundraising preconferences at the Dallas and Los Angeles conferences. "Fund Raising for Libraries" is the third LAMA regional institute available to cosponsors, joining "Management of the Online Catalog" and "Getting on the Air." For more information about the institutes and cosponsorship, contact Roger H. Parent, LAMA, at ALA Headquarters.

LAMA has announced that beginning with the January 1985 issue, the quarterly *LAMA Newsletter* will accept display advertising from library vendors. The deadline for placing ad reservations in that issue is Oct. 18. For rate and circulation information contact Mary E. Swenson, *LAMA Newsletter*, at Headquarters.

Hot off the presses

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. For details, write Paul Kobasa.

ALA Survey of Librarian Salaries 1984, prepared by Mary Jo Lynch, Margaret Myers, and Jeniece Guy. 112 pages, $40 (0-8389-3301-7, ISSN 0747-7201).

ALA Yearbook of Library and Information Services 1984, ed. by Robert Wedgeworth. 382 pages, $65 (0-8389-0413-0, ISSN 0740-042X).

Acquisitions Management and Collection Development in Libraries, by Rose Mary Magrill and Doralyn J. Hickey. 242 pages, $20 (0-8389-0408-4, 84-9288).

Automation for Archivists and Records Managers: Planning and Implementation Strategies, by Richard M. Kesner. 256 pages, $27.50. (0-8389-0406-8, 84-6243).

The First Freedom Today: Critical Issues Relating to Censorship and to Intellectual Freedom, ed. by Robert B. Downs and Ralph E. McCoy. 358 pages, $40 (0-8389-0412-2, 84-461).

Interlibrary Loan Practices Handbook, by Virginia Boucher. 195 pages, $20 (0-8389-3298-3, 83-21359).

Libraries and The Learning Society: Papers in Response to A Nation at Risk, by Richard Dougherty, Jane Anne Hannigan, James Liesener, Douglas Zweizig, Peggy Sullivan, and the American Association of School Librarians, for U.S. Department of Education seminars. 146 pages, $9 (0-8389-3313-0, 84-11163).

Library Services for Adults (LAMA Small Libraries Publications, no. 9), by Gene Martin, 12 pages, $1.25 (0-8389-5660-2, 84-6228).

Musicals! A Directory of Musical Properties Available for Production, comp. by Richard C. Lynch. 198 pages, $19.50 (0-8389-0404-1, 84-468).

1985 Caldecott Calendar, spons. by the Association for Library Service to Children. $6.95 (0-8389-5651-3).

Revised Standards and Guidelines of Service for the LC Network of Libraries for the Blind & Physically Handicapped, prepared by ASCLA. $6.50 (0-8389-3306-8, 84-6356).

Security for Libraries: People, Buildings, Collections, ed. by Marvine Brand. 120 pages, $12 (0-8389-0409-2, 84-455).

Steps to Service: A Handbook of Procedures for the School Library Media Center, rev. ed., by Mildred L. Nickel. 144 pages. $9.95 (0-8389-0387, 84-9368). □

Midwinter Placement Service

The ALA Office for Library Personnel Resources is providing a placement service at the 1985 Midwinter Meeting in Washington, D.C., in the Shoreham Hotel, Exhibit Hall, Lower Level.

Hours of operation will be: Sat., Jan. 5, noon–5 p.m.; Sun., Jan. 6, 9–5 p.m.; Mon., Jan. 7, 9–5 p.m.; and Tues., Jan. 8, 9–2 p.m.

The deadline for preregistration is Dec. 18, 1984. To request forms (indicate employer or job seeker), contact OLPR/ALA, 50 E. Huron St., Chicago, IL 60611 or call 312-944-6780, ext. 293. Enclose a SASE (no. 10) for a single copy, and a mailing label for multiple copies.

TIMELY REPORTS from LTR

The Online Public-access Catalog in 1984: Evaluating Needs and Choices

By EMILY G. FAYEN

A state-of-the-art review with descriptions of a dozen currently available systems by a leading expert who is responsible for the highly acclaimed online catalog at Dartmouth College.

—in the same issue—

The IBM PC and the IBM PC/XT

By AUDREY N. GROSCH

An evaluation of two very popular microcomputers from a library automation perspective. Also discusses the so-called compatibles and summarizes the profession's assessment.

—both in the January/February 1984 issue of LTR—
Volume 20, Number 1, $40.00

LIBRARY TECHNOLOGY REPORTS, American Library Association
50 E. Huron St., Chicago, IL 60611 (312) 944-6780

the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

preserv/conserv/ation

LC offers preservation slide show. The Library of Congress National Preservation Program Office has produced "Handling Books in General Collections," a 10-minute slide-tape show directed to staff working with general (nonrare) book collections. In 82 slides and one cassette tape, the show covers shelving for standard-size and oversize books; techniques for removing and replacing books on shelves; and correct methods for transporting, general handling, and photocopying of books. The show may be borrowed from LC under the terms of the Audiovisual Loan Program.

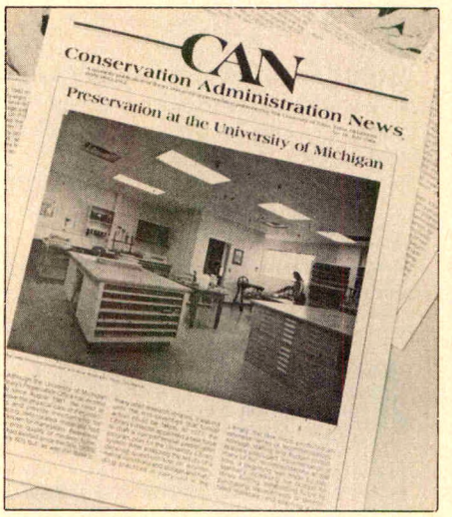
For information on scheduling and shipping, contact the LC Preservation Office, National Preservation Program Office, Audiovisual Loan Program, Washington, DC 20540, or call 202-287-5213.

Recent preservation grants. The Exxon Education Foundation has awarded $1.5 million to the Council on Library Resources for a long-term program to preserve essential holdings of American research libraries. The Council is using the grant to fund a Mid-Atlantic preservation center, develop national strategies for preservation, and devise an information program to gain public support for preservation.

- The Southeastern Library Network (SOLINET) has received $168,401 from the National Endowment for the Humanities to develop a cooperative preservation program among libraries and archives in the southeastern states. The program will provide information, training, field service, and disaster assistance to local preservation activities and will also consult with regional and national preservation efforts. The SOLINET staff will monitor new preservation technologies and also determine whether existing preservation services in the southeast can be coordinated.
- Ten Association of Research Libraries members will conduct the newly developed ARL Preservation Planning Program self-study in their institutions as a result of a $65,375 grant from the National Endowment for the Humanities to ARL. Grant support continues until June 1986 and three or four libraries will begin the project every six months during that period. The ten libraries selected from the demonstration projects were to be announced in early fall.

The ARL Preservation self-study program typically takes six to nine months to complete. During the project, library staff members assess the degree of deterioration of collections, evaluate the effectiveness of their library's current preservation activities, and devise ways to expand and improve those activities. Staff members then prepare a detailed three-to-five-year plan for local preservation program development.

Results of all the projects will be accessible to the general library community. Manuals and resource notebooks used in the preservation self-study program are available for $30 prepaid from the ARL Office of Management Studies, 1527 New Hampshire Ave., N.W., Washington, DC 20036 (202-232-8656).



***CAN* expands.** *Conservation Administration News*, a quarterly publication devoted to library and archival preservation, has appointed a managing editor and added 10 regional/national reporters to expand its content and geographical coverage. Toby Murray, archivist and preservation officer of the University of Tulsa (Okla.) Libraries, is the new managing editor; Robert H. Patterson, director of UT Libraries and founder of *CAN*, continues as editor.

Geographical coverage now includes Australia, Canada, Germany, Britain, and Japan, as well as IFLA and all areas of the U.S. *CAN* now features regular columns on cooperative preservation programs, a who's who in preservation, and a question-and-answer section.

CAN is $18 per year from Richard P. Kearns, *CAN* business manager, McFarlin Library, The University of Tulsa, 600 S. College Ave., Tulsa, OK 74104.

RLG offers preservation union list. Citations for microfilm master negatives and printing masters for over 25,000 works held in Research Libraries Group libraries appear in the *RLG Preservation Union List*. The *List* is a set of 48:1 reduction diazo microfiche accompanied by explanatory documentation. It is the result of two preservation projects in which RLG members have entered records for microfilm masters in the RLIN database since 1981.

Using the information in the *List*, librarians can obtain service copies of master microforms from the participating RLG institutions, subject to copyright restrictions. Complimentary copies of the publication are available as long as the supply lasts from Christina Schmehl, RLG publications clerk, The Research Libraries Group, Inc., Jordan Quadrangle—Oak, Stanford, CA 94305.

Rare jazz recordings preserved. Rutgers University's Institute of Jazz Studies has received a $133,807 grant from the National Endowment for the Humanities for a two-year project to transfer approximately 800 rare recordings to archival quality audio tape using state-of-the-art sound restoration equipment. The recordings include 16-inch, glass-base acetate transcriptions of radio broadcasts; safety acetates of World War II V-disc sessions; and private recordings of concerts, broadcasts, interviews, and conferences. The contents of the recordings will be documented during the recording process and the roughly 4,000 performances will be cataloged online and included in the *IJS Jazz Register and Indexes*.

The grant will also be used to prepare the institute's clipping files for eventual preservation on microfilm. The project will include sorting and arranging the clippings, copying deteriorating materials, and developing a long-term preservation and microfilming plan.

U. Toronto surveys collection. *Preservation of Library Material: A Report of the Collection Preservation Committee* describes the methodology used by the University of Toronto in a computer-generated random sampling collection survey. The report also includes proposals for restoration and maintenance of the collection, a summary of recommendations, and estimated costs. $5 prepaid from M. Davison, Chief Librarian's Office, University of Toronto Library, 130 St. George St., Toronto, ON M5S 1A5 Canada.

school media

Steps to Service: *A Handbook of Procedures for the School Library Media Center* is a practical guide to basic technical and public service functions for library school students, beginning professionals, paraprofessionals, support staff, and their administrators. Author Mildred L. Nickel has updated her manual to reflect the educational and technological changes since the 1975 first edition, including discussion of computers and new filing rules. Also included are samples of forms, a glossary, updated bibliographies, and a directory of publishers, producers, and suppliers. Approx. 144 p., paper, $9.95 from ALA Publishing

Martin Luther King, Jr.: *A Synopsis* is a set of 20 illustrated broadsides designed to acquaint young people with the civil rights leader. The 14-by-17-inch broadsides feature text and photographs describing King's youth, the Montgomery boycott, the "Letter from a Birmingham Jail," the March on Washington, the Selma-to-Montgomery walk (above), and other highlights of King's career. $25 from Albert P. Marshall, 1616 Gregory St., Ypsilanti, MI 48197.

Services, 50 E. Huron St., Chicago, IL 60611 (84-9368, 0-8389-0387-8).

Management by micro. *Media Center Management with an Apple II* offers school library media specialists a hands-on guide to using a microcomputer to develop a media center management system. Author Janet Noll Naumer describes over 50 commercial database management, statistical, and word processing programs available for the Apple II, with step-by-step instructions and ample illustrations. 250 p., paper, $19.50 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (84-5769, 0-87287-392-7).

Helping Your Child at Home is a set of four free brochures with practical ideas for parents to help their elementary-aged children with reading, spelling, arithmetic, and handwriting. The suggestions can also be adopted by teachers in the classroom. Send a self-addressed, stamped #10 envelope with 37¢ U.S. postage to The Learning Team, 20 Commercial Blvd., Novato, CA 94947-6191.

"Fun-type" activities, as opposed to the traditional teaching of library skills, improve junior high school students' attitudes toward their libraries and librarians, according to a recent study of eighth-grade classes in 17 Arizona schools. Each class was divided into an experimental group and a control group. The experimental group received 45 minutes each week of discussions, activities, and speakers on such topics as sports, science fiction, World War II, and scary stories; the control group continued with its regular schoolwork.

After six weeks, almost 9 percent more experimental group members than control group members used the library, and the experimental group students used the library 26.7 percent more often than those in the control group. Both groups gave their libraries high ratings, but about 12 percent more from the experimental group gave their libraries a grade of "A." However, the reading attitudes of both groups remained unchanged.

For a copy of the 10-page study send $1 to Isabel Schon, Arizona State University, College of Education, Dept. of Educational Technology and Library Science, Tempe, AZ 85287.

The Nova Teacher's Guide for the fall 1984 season, covering the October–January programs of the popular PBS television science series, is now available. The 24-page guide for high school teachers offers synopses of the programs, viewing goals, discussion topics, suggested activities, vocabulary, and a bibliography. $2 from WGBH Nova Teacher's Guide, POB 2222, South Easton, MA 02375.

Multiethnic literature. *Promoting World Understanding through Literature, K-8* presents annotated reading lists of books providing insights into the customs, values and achievements of selected ethnic groups. The book guide covers blacks, Mexicans and Mexican-Americans, Native Americans, and Eskimos; future volumes will cover other groups, including Asians and Asian-Americans. Authors Mary C. Austin and Esther C. Jenkins also offer suggestions for planning a multiethnic literature program, selecting titles, and using the books in the classroom. 277 p., $22.50 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (83-22229, 0-87287-356-0).

The Library Media Program *and the School* is a guide to administering and supervising school media centers. Author D. Philip Baker discusses the instructional philosophy and purpose of school media programs, the teaching role of the media specialist, the effects of technology on media centers, collection development, the budget process, public relations, and serving special constituencies such as disabled and bilingual students. A concluding chapter addresses declining enrollments, finan-

SPECIAL REPORT

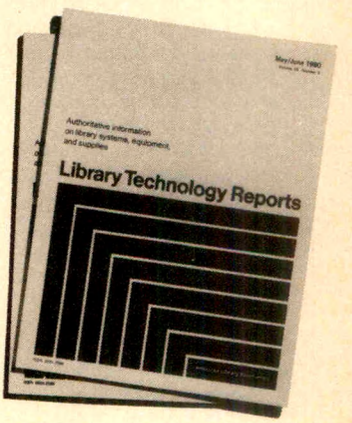
Serials Control in Libraries: Automated Options

by JUDY MCQUEEN and RICHARD W. BOSS

Discusses the many problems inherent in serials control and describes the various automated systems currently available. Contains a valuable "Checklist of Data Elements and Functions" for the purpose of identifying the specific serial control needs of a particular library, thus enabling the most appropriate option to be chosen.

The longest issue of LTR published to date, this report will be of immediate interest to libraries of all types and sizes.

In:
Library Technology Reports
March/April 1984 issue
Volume 20 Number 2 $40.00



Library Technology Reports is a unique bimonthly publication of the American Library Association that provides critical evaluations of products and services used in libraries.

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cial cutbacks, censorship, and other current issues. 186 p., $19.50 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (83-17515, 0-87287-385-4).

bibliography

Native American materials. Historic and contemporary publications ranging from the *Cherokee Phoenix* of 1828 to recent titles in the fields of law and energy are listed in *Native American Periodicals and Newspapers, 1828-1982*, edited by James P. Danky and compiled by Maureen E. Hady. Bibliographic information and location sources and holdings are given for 1,164 journals, newspapers, and magazines. The 532-page volume also features a brief history of the Native American periodical press; indexes by subject, editor, publisher, location, catchword or subtitle, and decade published; and 49 full-page cover reproductions. $49.95 from Greenwood Press, 88 Post Rd. West, Box 5007, Westport, CT 06881 (83-22579, 0-313-23773-5).

The *Guide to Research on North American Indians*, by Arlene Hirschfelder, Mary Gloyne Byler, and Michael Dorris, is a select, annotated listing of some 1,100 books, articles, government documents, and other items in 27 fields of study. Most of the selections focus on Native Americans of the U.S., although important works about Canadian, Mexican, and Central and South American natives are included. 330 p., $75 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (82-22787, 0-8389-0353-3).

Guide to the Gothic, by Frederick S. Frank, annotates 2,508 critical articles and books published since 1900 on Gothic fiction. In addition to extensive sections covering the English, American, French, and German Gothic, the 437-page bibliography includes references to works covering Gothic drama and dramatists, parodies of the Gothic, the Gothicism of the Romantic poets, the influence of the Gothic on science fiction and detective novels, and many other areas. $30 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (83-24507, 0-8108-1669-5).

Design Resources lists English-language books, periodicals, nonprint materials, and other resources on architectural and industrial design. Compiler Lawrence Von Bamford's emphasis is on contemporary design, dating from around the Industrial Revolution to the present. The 3,404 annotated entries cover all aspects of design: historic, aesthetic, technical, theoretical, and philosophical. 336 p., $39.95 from McFarland & Co., POB 611, Jefferson, NC 28640 (83-22251, 0-89950-102-8).

Folklore file. The Archive of Folk Culture at the Library of Congress maintains a file of brief bibliographies and other finding aids dealing with about 200 different subjects in the fields of folklore, folk music, and ethnomusicology. Copies of a 12-page inventory of the lists—as well as the bibliographies themselves—are available upon request from Joseph C. Hickerson, Head, Archive of Folk Culture, Library of Congress, Washington, DC 20540.

"Bibliographies for the 80s" is what Vantage Information Consultants is calling its new CompuBibs series. The first four titles in the series of paperback, annotated bibliographies on current topics are: *Robotics, 1960–1983*, by Andrew Garoogian, listing newspaper and magazine articles and government publications on the industrial, educational and home applications of robots (119 p., $16.50); *AIDS, 1981–1983*, by Rhoda Garoogian, covering books and articles from newspapers, popular magazines, the gay press, and non-technical scientific and medical journals (92 p., $15); *Surrogate Parenting*, by Sara Robbins, dealing with legal, medical, and moral issues and including lists of judicial decisions, legislative activity, and organizations involved in the issue (40 p., $10); and *Computer-Assisted Litigation Support*, by Charlotte L. Levy, listing books and legal and general periodical articles on the use of computers to gather data in support of cases (31 p., $10).

Many of the articles listed in the bibliographies are available directly from CompuBibs

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video

Television Higher Education: *Catalog of Resources* is a descriptive listing of 1,079 videotaped postsecondary-level courses in 23 subject areas. The courses were produced by over 200 colleges, private businesses, professional associations, and television stations. Entries give course descriptions, prerequisite skills, instructor, producer, distributor, and cost of rental or purchase. Courses are indexed by subject, title, and producer. The 349-page paperback is $65 from the Publications Secretary, Western Interstate Commission for Higher Education, P.O. Drawer P, Boulder, CO 80302.

Editor's note. *Video Editing and Post-Production: A Professional Guide,* by Gary H. Anderson, is the latest entry in Knowledge Industry Publications' Video Bookshelf series. The 170-page manual contains sections on the history, technology, and techniques of video editing; preparing for post-production; the off-line and online editing processes; digital video effects; and future trends and directions. $34.95 cloth, $24.95 paper from Knowledge Industry Publications, 701 Westchester Ave., White Plains, NY 10604 (0-86729-070-6).

Ballet on video. Maya Plisetskaya is prima ballerina in the Bolshoi Ballet production of Tchaikovsky's *Swan Lake,* one of eight Russian ballet films available on videocassette from Video Arts International, POB 153, Ansonia Station, New York, NY 10023. The company plans to expand its line in the near future with the release of two full-length operatic performances.

Through history on video. Learning Corporation of America, a producer and distributor of educational media, is now making 38 productions on American and world history available to libraries and schools on videocassettes at prices substantially less than those of the original 16mm films.

The 30-minute presentations feature well-known actors recreating key events and historical turning points. The use of academic consultants and location shooting around the globe, from the Holy Land to Ellis Island, add to the productions' authenticity. Each VHS or Beta videocassette is $49.95, with a 30-day examination policy. For an illustrated brochure describing the series, write Learning Corporation of America, 1350 Avenue of the Americas, New York, NY 10019.

M.D. TV. *First Image,* subtitled "The Video Journal of Medicine," is a monthly publication on videocassette covering the field of obstetrics and gynecology. The premier issue features stories on in-vitro fertilization and embryo transfer, a round-table discussion, and coverage of the annual meeting of the American Fertility Society.

"I believe this journal establishes a new dimension in medical journalism," said Editor-in-Chief Stuart Silverberg, M.D. "It gives subscribers the ability to see the work and hear the views of leading authorities in their specialities in a way that has not been possible in print journals or audio programs alone."

For more information on *First Image* write Frye Adamson Marosits, Inc., 5500 S. Syra-

Software Showcase:

Readability program measures grade levels

Many formulas have been developed to determine the difficulty level of reading material. These readability formulas all involve counting such components of the text as syllables and sentences to compute a reading grade level indicating its complexity.

The Readability program simplifies this time-consuming process by automatically measuring the grade level of text material. Developed by Michael Schuyler, assistant to the director of the Kitsap Regional Library in Bremerton, Wash., the program analyzes passages for difficulty and calculates the grade level according to nine different formulas used by educators, publishers, and librarians. The formulas offered in the current version of the program are: Dale-Chall, Fry, Flesch, Flesch-Kincaid, Fog, ARI, Coleman, Powers, and Holmquist.

Schuyler warns that readability formulas only tell part of the story. "Counting syllables and other empirical variables does not measure motivation nor interest level of the reader," he says. The Readability program frees the user from rote counting and mathematical calculations and allows educators to concentrate on interest and motivation factors.

The program is available for the Apple II and IBM PC computers. In the Apple version, text is input one line at a time at screen prompts. The data is then tabulated and raw scores and results of the nine formulas are given (Figure 1). The program then presents two graphics screens: The first depicts a Fry Graph plotting syllables per 100 words against sentences per 100 words; the second is a composite of all nine formulas, allowing ready comparison (Figure 2).

Text input may be segmented to obtain intermediary scores on portions of the text, and work in progress may be interrupted and saved on the disk.

The IBM version differs from the Apple in two ways. First, the PC's larger memory enables it to run the program much faster. The IBM version also has an option permitting input of text previously typed using a word processor; this allows measurement of the entire file rather than just a sample, resulting in a more valid measurement.

The Apple II version is priced at $44.95 and the IBM PC version at $49.95. For more information write Micro Power & Light, 12820 Hillcrest Rd., Suite 219, Dallas, TX 75230.

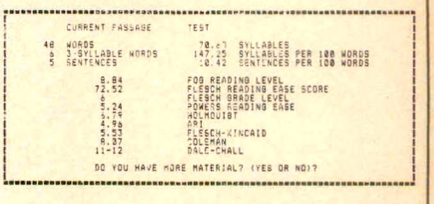

Figure 1: Analysis of the text, including the results of the nine formulas.

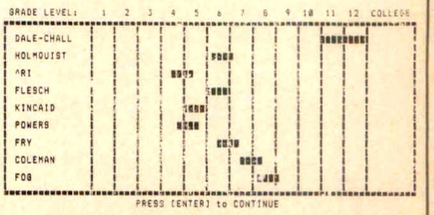

Figure 2: Composite graph allowing comparison of all nine formulas.

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1979 and 1985, will be Catherine Loeb, Susan Searing, and Esther Stineman.

Another NEH grant has gone to New York University's Bobst Library to organize the papers of Elizabeth Robins, a playwright, actress, feminist, and novelist involved in social change issues in the late 19th and early 20th centuries. The diaries, letters, manuscripts, photographs, and published works are now kept in crates, trunks, and cardboard boxes due to a lack of funding to process the materials. The one-year, $41,689 grant will go toward hiring an archivist and an assistant to organize the collection and compile a guide to its contents.

resources

American politics: *The Presidential-Congressional Political Dictionary,* by Jeffrey M. Elliot and Sheikh R. Ali, contains detailed definitions of over 300 terms dealing with the executive and legislative branches of the federal government. Entries are grouped into 12 chapters—six for the presidency and six for Congress—covering such areas as presidential and congressional powers, presidential leadership, Congress and the electorate, the committee structure, and rules and procedures. An appendix offers flow charts on how a bill becomes a law, diagrams showing governmental structure, and other tables, and a detailed subject index provides additional access to the entries. 365 p., $28 cloth (0-87436-357-8), $15 paper (0-87436-358-6) from ABC-Clio Information Services, Riviera Campus, 2040 A.P.S., Box 4397, Santa Barbara, CA 93103 (84-6316).

Shakespeare's contemporaries. *The Figurative Language of the Tragedies of Shakespeare's Chief 16th-Century Contemporaries: An Index* analyzes the language of 30 plays by Christopher Marlowe, Thomas Kyd, George Peele, and other Renaissance dramatists. The main, author-by-author index lists citations by key words and phrases; a cross-index is divided into subject subdivisions under seven categories: animals, arts, body and bodily action, daily life, domestic, learning, and nature.

A companion volume to compiler Louis Charles Stagg's earlier index covering 17th-century dramatists, the 1,046-page volume is $104 from Garland Publishing, 136 Madison Ave., New York, NY 10016 (82-49173, 0-8240-9176-0).

The Twentieth Century: *An Almanac* is a day-by-day account of important political events occurring from 1900 through 1983. Advances in technology and medicine, contributions in literature and the arts, and significant changes in lifestyle and customs are listed at the end of each year's entries. The 512-page chron-

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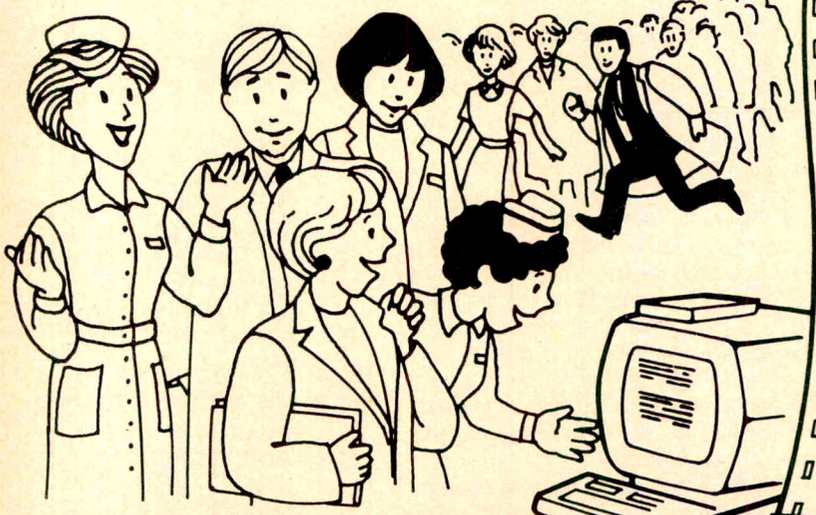

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icle also includes 250 black-and-white illustrations and maps. $24.95 from World Almanac Publications, 200 Park Ave., New York, NY 10166 (0-345-31708-4).

Charlie Parker, shown above with a young Miles Davis on trumpet, is among the "Jazz Masters" profiled in a new series of books detailing the careers of leading figures in the history of jazz. The first four titles in the series are *Charlie Parker,* by Brian Priestley (0-88254-906-5), *Dizzy Gillespie,* by Raymond Horricks (0-88254-908-1), *Billie Holiday,* by Burnett James (0-88254-907-3), and *Gil Evans,* by Raymond Horricks (0-88254-909-X). Each small, hardcover volume contains approximately 95 pages, including 20 pages of photographs, and features a selected discography. $6.95 each from Hippocrene Books, 171 Madison Ave., New York, NY 10016.

collections

A collection of ornithological and other natural history works consisting of some 6,000 volumes and valued at over $1.2 million has been given to the Watkinson Library of Trinity College in Hartford, Conn. The collection, assembled by Connecticut banker and Watkinson Library trustee Ostrom Enders over a period of 50 years, is strong in rare colored-plate books and includes many scientific texts and periodicals. Among the titles, which date back to the early 17th century, are a chromolithograph of *The Birds of America, From the Original Drawings of John James Audubon,* issued in 1860 by Audubon's son; the six-volume *Histoire Naturelle des Oiseaux D'Afrique* (1802–08) by Francois Le Vaillant; Georges Louis Leclerc Buffon's *Histoire Naturelle des Oiseaux* (1770–85); and Audubon's *The Viviparous Quadrupeds of North America* (1845–48).

A 276-page bibliography listing the Enders collection and other Trinity ornithology holdings is available for $35 from Karen Clarke, Assistant Curator for Ornithology, Watkinson Library, Trinity College, Hartford, CT 06106.

The Bard at Brandeis. The Brandeis University Libraries have purchased the 4,600-volume collection of T.W. Baldwin, a University of Illinois Shakespeare scholar who died in January. The new acquisition includes over 200 18th- and 19th-century Shakespeare editions as well as hundreds of secondary works from the 19th and 20th centuries, supplementing the university's already strong Shakespeare collection. The most valuable works in the Baldwin collection are two 1709 Rowe editions of Shakespeare's complete works, one valued at $2,700 and the other at $2,000.

Special collections in OCLC. *A Guide to the OCLC Database and the Special Collections Therein* describes 267 special collections at 137 OCLC member institutions, from the Reeve Fox Hunting Collection at the Athenaeum in Philadelphia to the Tennessee Valley Authority's fertilizer collection.

The guide also includes brief descriptions of the cataloging formats for materials in the OCLC database, information on national programs in which OCLC participates, and vignettes on the database's holdings of Shakespeare and Bach.

The 88-page paperback is $2 prepaid from OCLC, Dept. 630, Box ONB, Columbus, OH 43265. OCLC members only may be billed by sending their OCLC symbol and network affiliation to OCLC, Documentation, 6565 Frantz Rd., Dublin, OH 43017-0702.

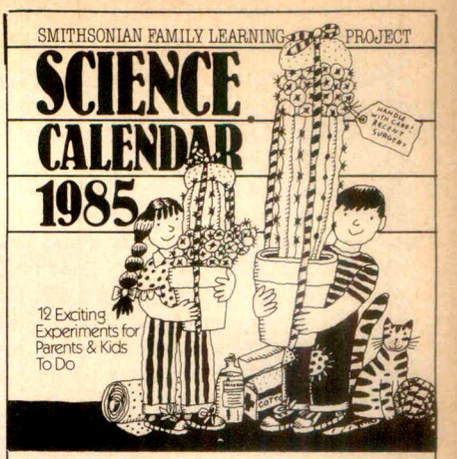
Guide to Latin American Pamphlets is an index to over 12,000 pamphlets in the Yale University Library's Latin American collection documenting political, economic, and social conditions in the region during the 18th, 19th, and early 20th centuries. The six-volume guide is organized into 110 subject categories covering foreign policy, politics, education, science, law, historical events, popular culture, and rural conditions. The pamphlet collection itself will be available on microfiche in 1985.

The guide is $395 until Dec. 31 and $495 thereafter from Clearwater Publishing Co., 1995 Broadway, New York, NY 10023.

"Literary Gifts" of inscribed books from the New York Public Library's Berg Collection on English and American Literature will be on exhibition at NYPL's Central Research Library from November 16 through May 1985.

The 113 items on exhibition will include presentation copies given and inscribed by the author to a fellow author, such as the copy of Charles Dickens' *A Christmas Carol* given to Thomas Carlyle, Oscar Wilde's *Salome* given to George Bernard Shaw, Longfellow's *Kavanagh: A Tale* given to Hawthorne, and Thoreau's *A Week on the Concord and Merrimac Rivers* given to Emerson.

Among the dedication copies (books inscribed to the person to whom the work is dedicated) on view will be the copy of Lewis Carroll's *Alice's Adventures in Wonderland* for Alice Liddell, the original Alice. The dedication copy of Edgar Allen Poe's *The Raven* will be displayed with the letter Poe received from Elizabeth Barrett Browning thanking him for the dedication and praising his ability "of making horrible improbabilities seem near and familiar." □



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More than movies. An "Alternative Video" catalog listing over 500 cultural, educational, sports and fitness, music, and children's videocassettes—anything other than movies—is available from Stefaan Janssen Studio, 4615 N. Lincoln Ave., Chicago, IL 60625. "A growing number of people want to use their VCR more than just as a "movie machine," says Janssen, "and alternative video fills that need." The 16-page, illustrated catalog, which costs $2 (refundable with your first purchase), also lists selected laserdiscs and books complementing the video programs.

librarian's library

Working with Library Consultants puts the consulting process into perspective for managers considering bringing in a consultant, as well as for librarians thinking of becoming consultants themselves. Authors Beverly Rawles and Michael Wessells describe the professional skills and personal characteristics required of consultants and explain how to determine whether a consultant is needed, how to develop a request for proposal and negotiate a contract, and how to select the best consultant for the job. They also explore alternatives to hiring a consultant and describe various consulting specialities: automation, systems development, building set-up, staff development, public relations, and collection development and appraisal. 238 p., $24.50 cloth (0-208-02018-7), $14.50 paper (0-208-02019-5) from Shoe String Press, POB 4327, Hamden, CT 06514 (84-7942).

Rewriting history. The new, compact textbook edition of Michael H. Harris's *History of Libraries in the Western World* has been updated and revised in the light of recent scholarship. The volume traces the development of libraries back to Babylon and Assyria in the fourth and third millennia B.C., through the Middle Ages, up to contemporary American and European libraries. The end-of-chapter bibliographies found in the 1976 third edition have been shortened and updated, and some detailed sections of the text have been deleted in order to make the work a more effective overview of the subject. 295 p., $15 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (83-20133, 0-8108-1666-0).

Interlibrary loan procedures. The *Interlibrary Loan Practices Handbook,* by Virginia Boucher, describes ILL procedures for both borrowing and lending libraries. The 195-page paperback manual contains advice on filling out ILL forms, shipping materials, copyright considerations, dissertations and theses, interlibrary cooperation, international ILL, and other areas. Appendixes offer sample forms and model ILL codes, policies, and guidelines; a bibliography lists 145 verification sources with abbreviations. $20 from ALA Publishing Services, 50 E. Huron St., Chicago, Il 60611 (83-21359, 0-8389-3298-3).

Canadian consultants. *Who Knows What* is a directory of Canadian "library-related expertise": consulting librarians, computer specialists, architects, and other consultants who are particularly interested in applying their expertise to library problems. The 139 entries give each consultant's address, present position, specialties, experience, previous clients, career history, education, publications, and other information. The 174-page paperback, the first in a proposed biennial series, includes geographic and subject indexes. $20 from the Canadian Library Association, 151 Sparks St., Ottawa, ON KIP 5E3 Canada.

women

A demographic portrait of women in the U.S. over the last 30 years is offered in *American Women: Three Decades of Change,* a new study from the Census Bureau. The report depicts trends in marriage, divorce, childbearing, income, education, and employment.

Among the report's findings: participation in the work force has increased from one-third of all adult women in 1950 to one-half in 1980; college enrollment and higher degree attainment by women has also increased; and women

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in the work force still earn less than men, which contributes to the poverty-level rate of single-parent families headed by women.

The 39-page, paperback publication is $3.50 prepaid from Dept. 36-GQ, Superintendent of Documents, Washington, DC 20402 (stock no. 003-024-05743-3).

The Musical Woman: 1983 is the first volume in a proposed series chronicling women's achievements as composers, conductors, critics, scholars, and entrepreneurs—all aspects of music except solo performance.

Each volume will contain a gazette section listing events by country and year in such categories as composers' honors and awards, important performances, published music, contest and competition winners, and conferences and festivals (the premier volume covers 1980–82). An essay section features 15 original articles covering the music business, featured musicians, genre surveys, music education, and other areas. 406 p., $49.95 from Greenwood Press, 800 Post Rd. West, Box 5007, Westport, CT 06881 (83-1637, 0-313-23587-2).

Scarecrow and Ms. King. Scarecrow Press recently published Betty King's *Women of the Future: The Female Main Character in Science Fiction*. Following an introductory chapter giving a historical perspective of the genre from the 1818 publication of Mary Shelley's *Frankenstein* through 1929, King presents annotated, decade-by-decade lists of women main characters, including descriptions of their characteristics and story particulars. Three indexes give access to the entries by characteristics of the characters (age, personality traits, physical appearance, etc.), story particulars (location, theme, time setting) and author/title. 295 p., $18.50 (82-20130, 0-8108-1664-4).

Two other recent Scarecrow releases deal with women who are artistic creators rather than creations. *Women Composers and Hymnists*, by Gene Claghorn, contains brief biographies of over 700 women hymnists and composers of church and sacred music from the 12th century to modern times. 288 p., $22.50 (83-20429, 0-8108-1680-6). *Women Filmmakers*, by Louise Heck-Rabi, features lengthier biographical and critical studies of 11 directors of narrative, documentary, and experimental films. 392 p., $27.50 (83-20070, 0-8108-1660-1). Scarecrow's address is POB 656, Metuchen, NJ 08840.

Women's studies bibliography update. The National Endowment for the Humanities has awarded a $46,569 grant to the Women's Studies Librarian-at-Large for the University of Wisconsin System to prepare a five-year supplement to *Women's Studies: A Recommended Core Bibliography* (Libraries Unlimited, 1979). Collaborating on the project, which will cover publications issued between late

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This terse, concise booklet presents the executive summary and the thirteen recommendations of the NCLIS/SLA task force on the role of the special library in networks and cooperatives. Containing forewords by the chairman of NCLIS and the president of SLA, as well as a chart displaying the recommendations implementation schedule prepared by the task force, this booklet provides librarians with the information they'll need to prepare themselves and their library for changes in the world of information.

WHO'S WHO IN SPECIAL LIBRARIES 1984/1985

December 1984 / Approx. 416 p. / ISSN 0278-842X softcover / **$16.50**

The 1984/85 edition of *Who's Who in Special Libraries* has been redesigned to make it an even more valuable sourcebook. The directory now provides a complete listing of members under subject interest, phone numbers for quick reference, and an employer index. The alphabetical and geographic lists of members have been retained to serve as handy cross-references. *Who's Who* now supplies you with information to make contact—quickly,easily,directly.

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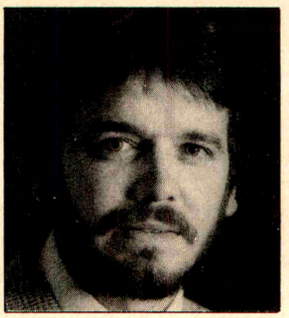

P. Robert Paustian

Karen Hegge Simmons

PAULA N. WARNKEN has been appointed director of libraries at Xavier University, Cincinnati, Ohio. An ALA member, Warnken is president-elect of the Academic Library Association of Ohio. . . . Sept. 10 ALA member **P. ROBERT PAUSTIAN** became director of the Eugene Shedden Farley Library at Wilkes College, Wilkes-Barre, Pa. He succeeds **HSI-PING SHAO**, who is now dean of library and learning resources and professor of library science at the University of Wisconsin at Whitewater library school. . . . **KAREN HEGGE SIMMONS** has been appointed director of library services at the American Institute of Certified Public Accountants, New York, N.Y. . . . ALA member **BETH ANN KREMER** is now government publications/reference librarian at the Milton S. Eisenhower Library of Johns Hopkins University, Baltimore, Md. . . . **BRUCE M. MANZER** recently became chief of NYPL's Science and Technology Research Center. Manzer, who last served as visiting professor at the University of Illinois at Urbana-Champaign library school, held a Fulbright professorship at the University of Cairo from 1978 to 1979. . . . Oct. 15 ALA member **NEEL PARIKH** becomes coordinator of children's services at San Francisco (Calif.) Public Library. . . . Sept. 1 **CYNTHIA STEINKE** became director of the Institute of Technology Libraries at the University of Minnesota-Twin Cities, Minneapolis. . . . Oct. 1 ALA member **DAVID H. BRUNELL** became executive director of the Bibliographical Center for Research, Denver, Colo. He was formerly assistant network coordinator of the Federal Library and Information Network (FEDLINK) at the Library of Congress. . . . **MICHAEL K. BUCKLAND** is now vice president—library plans and policies for the University of California system. An ALA member, Buckland last served as dean of the UC/Berkeley library school. . . . **BERNICE OLT** recently became librarian at the Millerton (N.Y.) Free Library. She succeeds **ANN GORMLEY**, who retired earlier this year, and in whose honor a special book fund has been established at the library. . . . Recent appointments at Ball State University, Muncie, Ind., include: **DIANE HILL** as head of educational resources technical services; **COLLEEN KELLEY** as educational resources cataloger; **ROSEMARY SACZAWA** as head of general collections; and ALA member **KAREN ANN WEIKERT** as government publications librarian. . . . ALA member **ELLEN STEPANIAN**, director of library media at the Shaker Heights (Ohio) Schools, is 1984 recipient of the Award of Merit from the Ohio Educational Library Media Association. . . . July 1 **WILLIAM E. JARVIS** became acquisitions/collection development librarian at Lehigh University Libraries, Bethlehem, Pa. . . .

The Oklahoma Library Association recently honored two ALA members: **ALFREDA HANNA**, former librarian at Bethany (Okla.) Nazarene College, and **ESTHER MAE HENKE**, head of the Library Services Branch of the Oklahoma Department of Libraries in Oklahoma City. Hanna received the Distinguished Service Award; Henke, who was the 1971 DSA recipient, was further honored with a Special Meritorious Service award. . . . At Michigan State University in East Lansing, ALA member **BETH J. SHAPIRO** is now associate director of libraries and **THOMAS C. VOLKENING** is engineering librarian. . . . The New Mexico Library Association recently presented achievement awards to **JEANNE WINKLES**, director of the Lovington Public Library, and ALA member **ELINOR MCCLOSKEY**, library services coordinator for the Albuquerque Public School System. Winkles was named 1984 Librarian of the Year and McCloskey, who was 1976/77 NMLA president, received the Community Achievement award. . . . Among the 1984 winners of the New York Regents Medal of Excellence are two ALA members: **HAROLD S. HACKER**, director emeritus of both the Rochester and Monroe County Library System and **LUCILLE COLE THOMAS**, who recently retired as assistant director of school media services for the New York City Board of Education. The medals are awarded in recognition of the honorees' contributions to the quality of cultural life in New York State. . . . **KATHY HOLDEN** was recently appointed associate librarian for collection development at Millsaps College, Jackson, Miss. . . . ALA member **FLORENZ WEBBE MAXWELL**, coordinator of children and young adult services at the Bermuda Youth Library, Hamilton, has been awarded the (British) Queen's Certificate and Badge of Honour for outstanding service to the youth of Bermuda. . . . At the University of Missouri-Columbia ALA member **MARSHA STEVENSON** is now director of circulation and interlibrary loan services and **MARY ALLCORN** is journalism librarian. . . . **RONALD MITCHELL** is now executive director of the International Reading Association, headquartered in Newark, Del. . . . In July ALA member **JAMES D. MINGES** became library service development director for the Nebraska Library Commission, Lincoln. . . . At SUNY/Buffalo **SHARON SCHIFFHAUER** has been appointed assistant to the director of libraries and ALA member **DIANE C. PARKER** has resigned as director of the Science and Engineering Library to become director of Western Washington University's Wilson Library in Bellingham. . . . **MARGE BERRY** is now head of central children's services at Lake County Public Library, Merrillville, Ind. . . . ALA member **CHARLENE RENNER**, former assistant director of technical services at Iowa State University, Ames, is now associate director for bibliographic control at the University of Washington Libraries, Seattle. . . . July 1 **KENNETH WARREN** became director of the Lakewood (Ohio) Public Library. . . . ALA member **MICHAEL MILLER** is now head of the Avery Fisher Center for Music and Media at New York University. . . . ALA member **DONALD G. SWEET** is now university librarian of the Banks Library at Prairie View (Tex.) A&M University. . . . **NANCY J. RADFORD** retired as regulations officer in the Library of Congress's Office of the Associate Librarian at the end of June. . . . July 1 ALA member **DAVID WEILL** began a six-month leave of absence as director of the East Brunswick (N.J.) Public Library to become administrator of the local township through December. . . . The 1984/85 president-elect of the British Columbia Library Association is **JACK MOUNCE**. . . . ALA member **LINDA L. GORDON** recently became director of the Library Media Center at Southern Arkansas University, El Dorado. . . . **JOAN ASH**, former associate director of the Oregon Health Sciences University Library, Portland, is now director of the Yale University Medical Library, New Haven, Conn. . . . ALA member **FAITH A. HOLDREDGE** is now director of the Caney Fork Regional Library Center, Sparta, Tenn. She succeeds another ALA member, **MARY LITTLE**, who retired after 27 years of service. . . . **WENDY E. RICE** and **TERESA M. MANTHEY** are now reference librarians at the Norris Medical Library of the University of Southern California, Los Angeles. . . . At DataPhase Corporation **NORENE F. ALLEN** is now director of library services and **RICHARD W. NEWMAN** is corporate vice president. Both are ALA members. . . . Sept. 1 **CHARLES G. PALM** became the archivist at Hoover Institution, located at Stanford (Calif.) University. A past president of the Society of California Archivists, Palm was a member of the Society of American Archivists' Task Force on National Information Systems, where he helped to develop national bibliographic and format standards for archival automation. . . . ALA member **ROBERT W. AUDRETSCH**, former director of the Three Rivers Regional Library Service System, New Castle, Colo., is now director of the Summit County Library, Frisco, Colo. . . . At San Diego (Calif.) Public Library **FRANCISCO PINELL** is now outreach supervising librarian and **BETSY MILICH** is the system's first development officer. . . . ALA member **JOHN E. MILLER** is now director of media services for the Deer Park Community Schools in Cincinnati, Ohio. . . . **PAUL SAENGER**, bibliographer at Northwestern University Library, Evanston, Ill., was recently awarded a grant from the American Council of Learned Societies to research the history of reading to the end of the Middle Ages.

Deaths

JOHN ALLEN HUDSON, director of libraries at the University of Texas at Arlington since 1957, died May 23. . . . **ELLEN RASKIN**, 56, who won the 1979 Newbery Medal for *The Westing Game*, died Aug. 8. . . . **BELLA EVELYN SHACHTMAN**, associate university librarian at the University of California/Berkeley since 1969, died April 19. Shachtman was a member of ALA Council from 1963 to 1967 and served on ALA's Executive Board from 1968 to 1971. □

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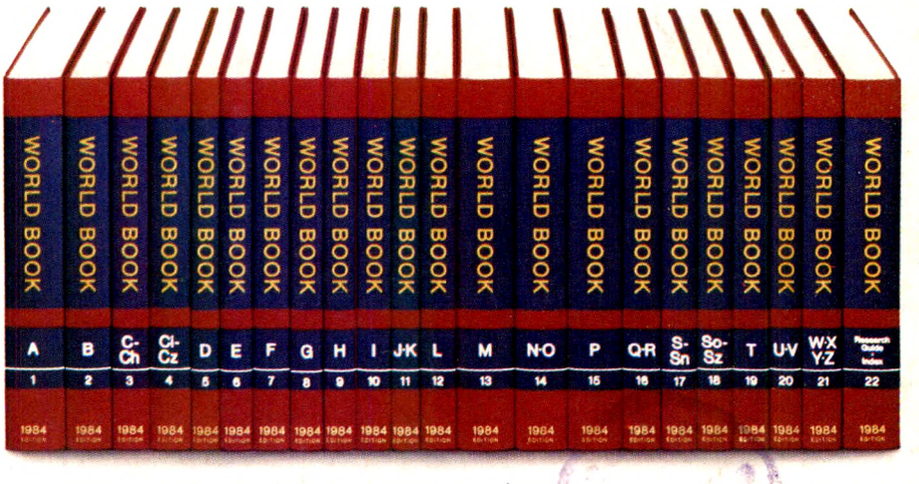

*The review appears in the 2/1/84 issue.

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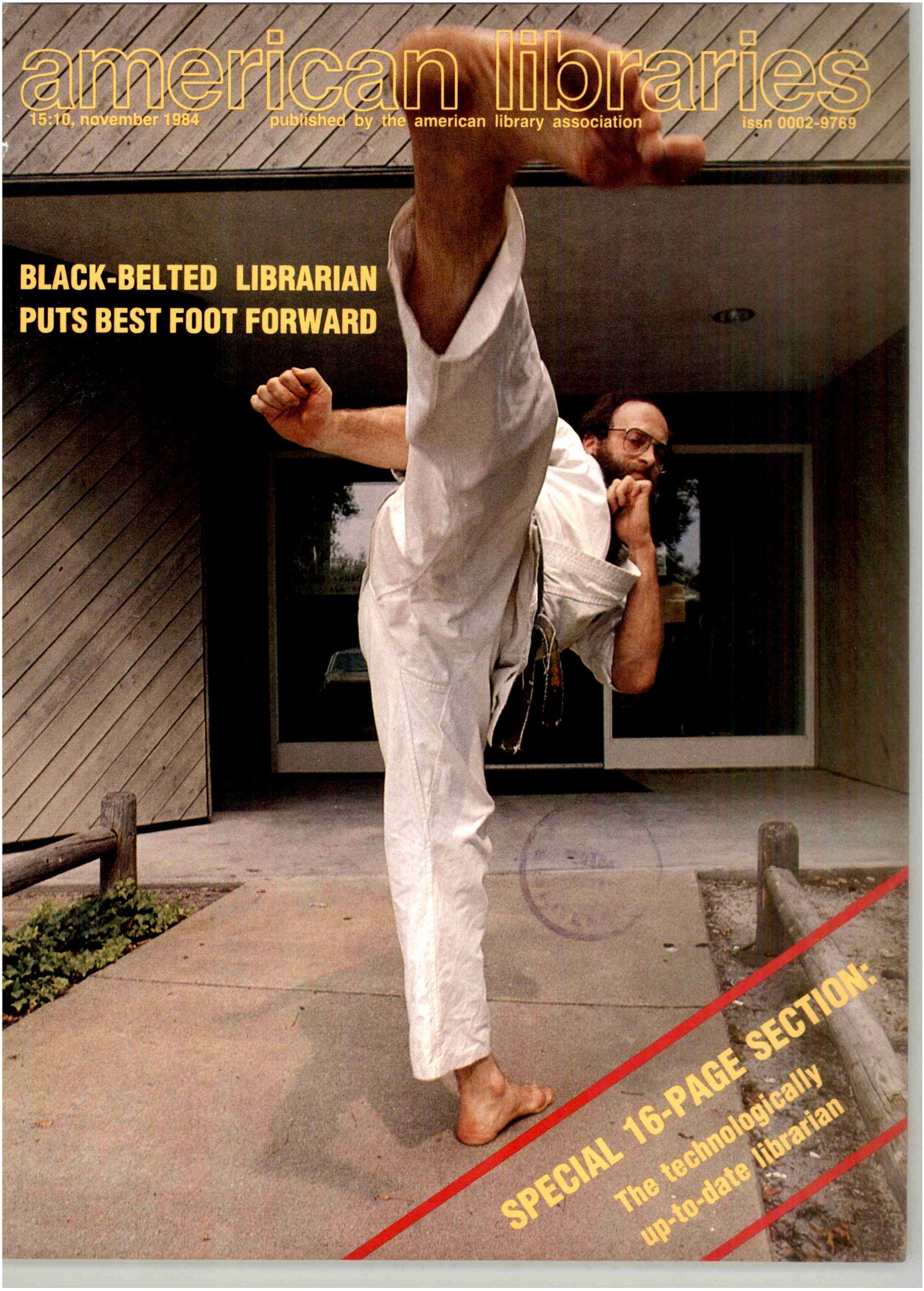

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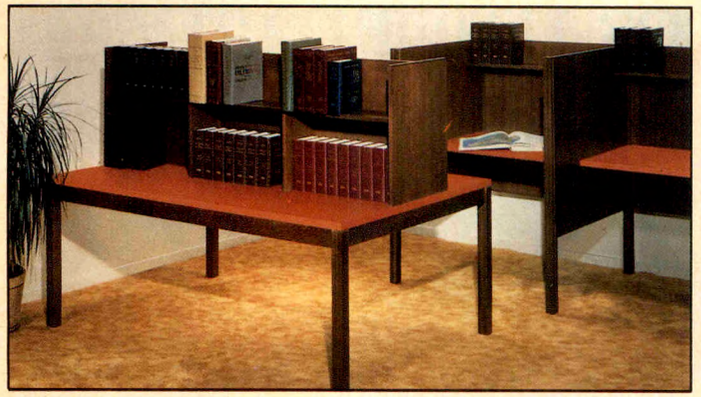

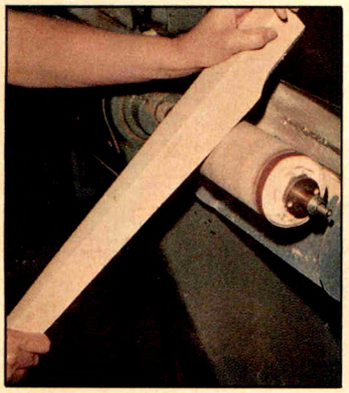

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Donald K. Tribit, Periodicals Librarian at Ganser Library, Millersville University of Pennsylvania, is a believer in serials management with microforms. The library's serials in microform program, under his direction for 23 years, is set up for maximum student use. The microform area is self-service, with staff assistance available, so students have both the access and the support they need to become comfortable using microforms. A technician makes sure the library's 45 microform readers are always functioning properly.

Don Tribit's program has paid off. The 6,000 students at Millersville University, a multipurpose institution located near Lancaster in south-central Pennsylvania, see microforms as an integral part of their research. "Our students use microforms with the same frequency as paper issues of periodicals," says Tribit. "Once they understand that with microforms we can offer much better access to information—a complete run of *The New York Times*, for instance—they treat microforms as a real advantage."

Serials holdings at Ganser Library include 1,800 current subscriptions in microform. As the University expands and changes its focus to meet student needs, new titles in microform are added, with the faculty's blessing. "It's important to refine our holdings continually," Tribit explains. "Right now we're looking at new titles to accommodate a growing emphasis on business and computer science."

Over the years, Don Tribit and the Ganser Library staff have looked to University Microfilms International (UMI) for assistance in developing their serials program. More than 1,500 of the library's current periodical subscriptions in microform are supplied by UMI—and Tribit credits the quality of the subscription program with improving the accessibility of information to the library community.

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american libraries

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The technologically up-to-date librarian

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Cover: Bill Stockey, a Chesapeake (Va.) Public Library branch director, demonstrates the karate form he teaches young patrons. Story on p. 745. Photo by Richard L. Dunston.

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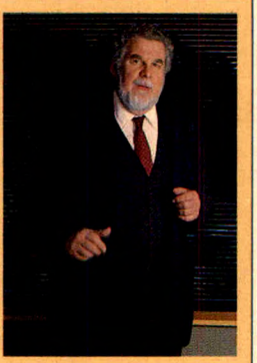

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Ode to the bit

AT THE HEART OF MODERN LIBRARY TECHNOLOGY is something smaller than our micros, smaller than our paychecks, smaller than the Dewey Decimal. It is the bit.

The bit. The *b*inary dig*it*. Pure logical simplicity in a bewildering universe. A bit is a single unit that either is or isn't. It is something or nothing. It is on or it is off. It is a pulse or no pulse. It is 1 or 0. It is yes or no. A bit does not waffle.

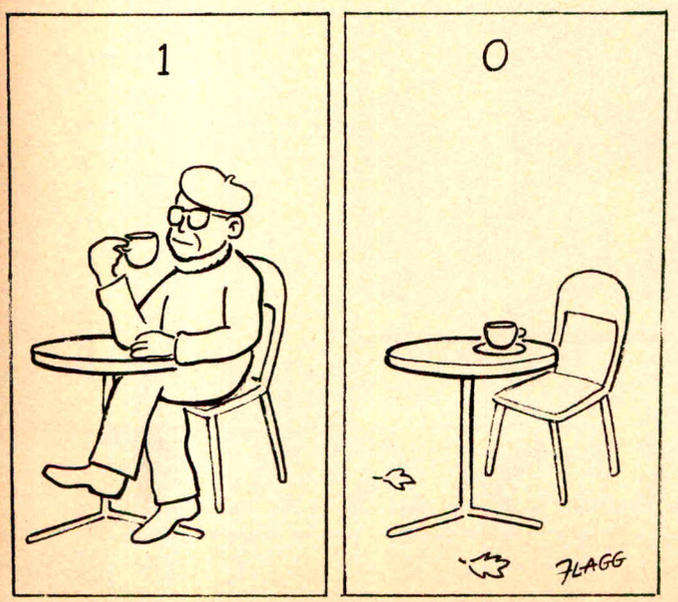
Editors strive to be bit-like. They are expected to be for something or against it. This issue, for example, is about technology; and although I have the same mixed feelings as do many others on the subject, my editorial should have a purity of stance.

Very well. While the larger issues that concern us are on hold until after the elections, I celebrate the bit. After all, we are lucky to have it around. Without the bit, most of the new technology and its triumphs would not exist. Whatever evils have been wrought by technologists, the bit has not been at fault.

A bit is obedient, replicable, and transportable. When we send a 1 to Papua New Guinea, it will remain a 1. When we send a 0 to Harvard, it will thrive as a 0 and not write home for money. A bit is no trouble.

The bit suffers no crisis of identity or of self. It is secure in the lovely certainty of presence or non-presence. It is being or nothingness. It is Sartre at the cafe table, or no Sartre at the cafe table.

Shrill cries from the marketplace imply that more bits are better, that only a 32-bit microprocessor will deliver the megabytes we want within the nanoseconds we have to play with. And yes, megabytes are fine for those in a hurry. But for truth and beauty, give me a good solitary bit, before the programmers string it up and weigh it down with function and output.



Among the lower orders, the first application of bit logic was a simple FOOD or NOT FOOD decision. That was the last simple application. In time, the bit was put to serious work. Charles Babbage designed a mechanical digital computer in the 1830s. Electronic bit-based computers came along a century later. Soon, the ENIAC computer was beating 5,000 operations per second out of its bits to produce ballistic firing tables. The bit had lost its innocence.

Bit logic in librarianship

In many ways, but especially as a democratizing force, technology has changed the bit-like logic with which libraries used to perform: Book chained, or not chained; doors open, or doors closed; on shelf, or not on shelf; open stacks, or closed stacks; main entry by author, or main entry by institution; shelve adult, or shelve juvenile; shelve print, or shelve nonprint; and so on.

Digital storage, retrieval, and telecommunications have enabled us to transcend closed doors, closed stacks, and shelf locations. The main-entry concept is meaningless. Format is secondary to content. And all patrons are equal before a terminal.

Few of us would wish to return to the binary "simplicity" of the past; yet so many lines have blurred in what used to seem like yes-or-no choices that a little yearning for binary decision-making is only natural. Oh where is the bit that indicates when to require an ALA-MLS degree and when not to? The very decision to automate once appeared to be a yes-or-no matter. Now it takes the form of an encyclopedic request-for-proposal, a near-impenetrable catalog of sub-choices and decisions.

ALA itself has set out upon what seems to me a near-impenetrable new process for identifying its objectives and planning how to achieve them, when to the outsider it would appear that a library association is either for libraries and librarians or against them. But the days of simple binary approaches are long gone, as far past as a simple definition of librarianship.

Thus I celebrate the bit as perhaps the last refuge of simplicity in a technological age; as the building block of universal access to information; and as a symbol of the pure being and nothingness between which we must operate. I have a feeling that if Sartre had been a librarian, he'd have figured out a way to be both at the cafe table and not at the cafe table at the same time.

Art Plotnik

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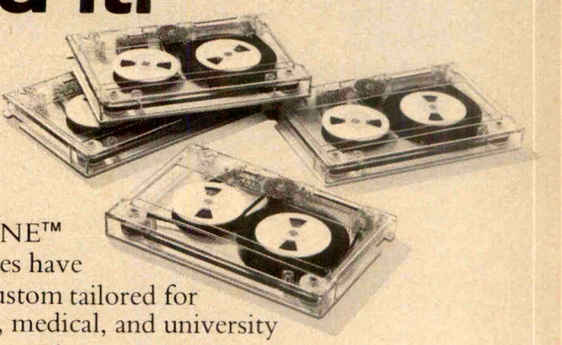

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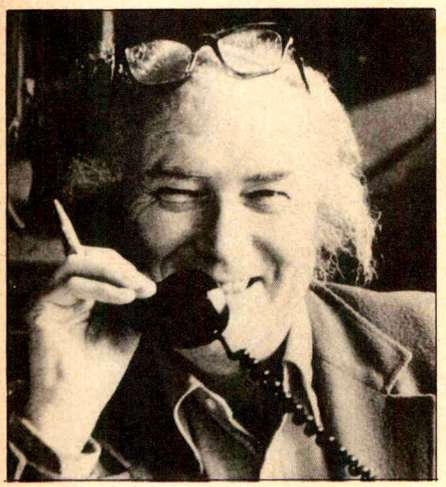
in the news

Critic of children's-book "isms" dead at 62; Techniques drew praise and fire from librarians

For the last 18 years of his life, Bradford Chambers blew the whistle on thousands of illustrations, writings, films, and other communications he considered racist, sexist, or ageist and therefore not worth buying—especially for children.

When he died of a cerebral hemorrhage Sept. 28 in New York, the director of the Council on Interracial Books for Children (CIBC) and editor of its *Bulletin* left behind many devoted supporters, several adversaries—largely from the library intellectual freedom community—and very few who felt neutral about his methods.



Bradford Chambers

A member of the American Library Association since 1976, Chambers was recently appointed to ALA President E.J. Josey's special Committee on Library Services to Minorities, and was also coordinator of ALA's Social Responsibilities Round Table Civil Rights Task Force. Within the Association he stirred bitter battles in his efforts to purge children's literature of what he considered prejudice.

Commenting on Chambers' death, *Voice of Youth Advocates* Editor Mary K. Chelton told *AL*: "I think Brad and the CIBC stepped over the line on censorship of libraries in recent years, but I hope the council will continue its work in promoting awareness and consciousness-raising – it is desperately needed."

Barbara Rollock, coordinator of children's services at the New York Public Library, said, "I didn't always agree with Brad's methods—he used the hammer-over-the-head technique rather than praising positive presentations. But the CIBC made a great contribution in the continuing awareness of our pluralistic society and I hope it will not be forgotten."

Sanford Berman, cataloger at the Hennepin County (Minn.) Library and a member of the CIBC *Bulletin* advisory board, told *AL*: "Under Chambers' direction and inspiration—and with his impetus—CIBC easily qualifies as the number-one group that has most sensitized librarians and teachers to the pervasiveness of prejudice in library and teaching materials and pointed to the need and desirability for taking a prejudice-free multicultural approach."

School Library Journal Editor Lillian Gerhardt denounced the CIBC as a would-be censor of the Left in a 1976 editorial. She has not modified her view. Gerhardt dismisses CIBC as having little influence in raising social consciousness, but, she said, "I take off my hat to Chambers' ability to write a grant proposal!"

From prep school to advocate

The son of a well-to-do biologist, Chambers was born in New York City and educated at prep schools in England, Switzerland, and the United States before attending Amherst College and New York University. For his NYU master's thesis, he investigated teenage gangs in Harlem, and later worked in a delinquency-prevention program.

He was a freelance writer and editor of children's books and periodicals when he became committed to racial struggles for equality and learned about the CIBC. Founded in 1965 by a small group of librarians, editors, and writers concerned about the lack of good children's materials about blacks, the CIBC was judging manuscripts for its first annual contest for unpublished children's books by black writers when Chambers joined in 1967. He was named to head the council in 1968.

"Brad built up the CIBC from nothing with the help of grants from Ford and Carnegie," recalls CIBC member David Cohen, chair of the ALA Ethnic Materials Information Exchange Round Table.

Under Chambers, the council developed criteria to determine whether children's materials were racist, later adding guidelines concerning sexism, ageism, and physical handicaps. The CIBC *Bulletin*, originally eight stapled pages issued irregularly, was enlarged to a magazine published eight times a year, with articles and reviews of new children's books, TV programs, and films. (The reviews, Rollock says, have recently become less bombastic and more evaluative.)

In 1975, CIBC set up the Racism and Sexism Resource Center for Educators. The center, headed by Chambers' widow Lyla Hoffman, develops and disseminates bias-free teaching materials, books, pamphlets, lesson plans, fact sheets, and audiovisual materials. In 1982 it won the National Education Association Human and Civil Rights Award.

From the beginning, Chambers worked with publishers and editors to find and publish works by minority authors. He also used his influence in library and education associations to spread the CIBC cause.

Gadfly role in ALA

In ALA, Chambers found many allies and as many opponents. One member describes him as forceful and charismatic, another as a self-serving manipulator. "You were either for Brad or against him," says Mary K. Chelton.

His chief opponents were the intellectual freedom advocates. In the early '70s, Children's Services Division librarians debated and finally adopted a statement proposing that librarians continuously reevaluate their old materials "in the light of growing knowledge and broadening perspectives." The CSD Intellectual Freedom Committee argued that the division could not, "with logic, endorse the Library Bill of Rights . . . and at the same time maintain that as adults we have a responsibility and a right to make value judgements about what materials are 'appropriate' to give to children." CSD rescinded the statement at Midwinter Meeting in 1976.

At the Centennial Conference the same year, Chambers and his allies fought for racism and sexism awareness resolutions in Membership and Council meetings. The rhetoric was heated, with charges of censorship and threats to academic freedom. Finally Council resolved to increase awareness of

AL freebie at Midwinter

Registrants at the ALA Midwinter Meeting Jan. 5 – 10 in Washington, D.C., can pick up a free copy of the December *American Libraries* with its many Meeting-related features—and a special bonus. Each of 4,000 copies to be distributed at the meeting site will contain a 26-page guidebook published by Access Press. The full-color guidebook provides detailed descriptions, diagrams, and maps of features in the East Mall—from the Lincoln Memorial to the Library of Congress, including the White House and major museums.

For all *AL*'s 43,000 subscribers, the December issue will include an exclusive interview with one of the library world's favorite people in Washington, a report on the American Association of School Librarians' critical national conference in Atlanta, and much more.

racism and sexism as it may appear in the library profession and in library service.

In a 1983 interview with Noel Peattie, published in *Sipapu*, vol. 13, no. 2, Chambers dismissed the censorship charges by asking, "What better way do librarians have to achieve intellectual freedom than by offering perspectives that have traditionally been left out?"

Discussing the realities of the '80s, he told Peattie, "I believe the mess we are in goes well beyond majority vs. minority, whites vs. people of color. It is the value system of our society—with values like acquisitiveness, competitiveness, aggressiveness—that is at the root of the mess. These anti-human values must be changed before we can hope to attain race and sex equity and social justice." That explains why, he said, CIBC is working to change the societal values reflected in children's learning materials. (The interview is reprinted in *Alternative Library Literature* 1982/83, pages 14-21, Oryx Press, 1984).

What now for CIBC?

"Since the onset of Reagan and the New Right," Sandy Berman says, "CIBC is even more needed. Muted forces of discrimination are becoming more visible and vocal, and have a greater impact. One can see it in government documents on civil rights . . . and in the de-emphasis on bilingual education."

In the *Black Experience in Children's Books* (NYPL 1984), Barbara Rollock writes, "The volumes of material on the Black Experience which were available in the late 1960s and early 1970s have dwindled to a trickle of titles by the same familiar authors." In the fall issue of *Bookmark*, she notes the lack of encouragement given minority authors.

Mary K. Chelton points out that the minority-interest books being published can be counted on one hand. "Although four states will soon be predominantly Hispanic, few books by Hispanic authors are published and Hispanic characters are rare in young people's materials. Publishers pay no attention to demography."

David Cohen believes "the need is as great as it ever was—technology is drowning the problem." He would like to see CIBC reinstitute the minority-author contest dropped in 1978 due to lack of funding.

At the CIBC office in Manhattan, *Bulletin* Managing Editor Ruth Charnes declared: "We are committed to continue the work of the council. We are initiating a search for a new director and would welcome suggestions from ALA members."

Beryle Banfield, CIBC president and director of the Women's Equality Program at the NYU Metro Center, added, "We owe it to Brad to continue the work. Just developing a job description for his position made us realize how many hats he wore."

Children's-book critic Donnarae MacCann agreed that Chambers' position will be difficult to fill. "More than most educators and information specialists, Brad had a strong grasp of how complex social and cultural institutions tend to be, and how unresponsive they can become over time. Above all, he could and did translate his deep sense of compassion into effective forms of action. He has left us a rich legacy of activism and sensitivity, and its timeliness is perhaps greater now than in the '60s, in the years when the war was stirring national conscience." —*L.R.P.*

Battle for excellence in federal libraries continues

For the first time since January 1982, the federal government opened its register for professional library positions from Sept. 17 through Oct. 12. Librarians noted that applicants were required to qualify under the old standards for grades GS – 7 through GS – 12 since the Office of Personnel Management has failed to issue its proposed classification and qualification standards. Librarians would have started at GS-5 under those standards, with no MLS required.

The general register had closed three years ago just as the library community launched a protracted controversy over the proposed librarian and library-technician standards. The American Library Association and other library groups demanded that OPM rewrite the standards, which ALA considers "blatantly discriminatory."

OPM Director Donald Devine suspended all standards projects and placed the proposed librarian standards on hold pending an internal review of its standards development work. His action was prompted in part by the 1983 General Accounting Office review of the proposed librarian standards (*AL*, Oct., 1983, p. 580). Librarians suspect that Congressional interest in the issues of pay equity and comparable worth have also inhibited Devine's inclination to publish disputed standards in a female-dominated profession.

Late in 1983 ALA filed two Freedom of Information requests for the data OPM used to develop the draft standards. OPM supplied some data, but requested $925 to search and disclose the remaining information. In the meantime, the ALA Washington Office notes, Devine's staff is reading *American Libraries*. In recent letters to two members of Congress, the OPM director quoted *AL* articles by Herbert S. White and Patricia Battin to bolster his arguments for lowering federal librarian qualifications.

Owens sees "ominous implications"

Rep. Major Owens (D-N.Y.) linked OPM's efforts to reclassify and downgrade librarians to Office of Management and Budget attempts to contract out entire federal libraries at a Congressional hearing on the implementation of OMB Circular A-76 in September. "Both these efforts," Owens said, "have ominous implications for the future and the age of information."

Contestant wins double prize

Reference Librarian Sara Eklund Payne and her new husband, Warren, celebrate their Sept. 22 wedding in the Morley Library, Painsville, Ohio. The groom, a computer programmer, met Eklund last year when he came to the library searching for answers in a local trivia contest. Payne won the grand prize, a tape recorder, as well as the librarian. After the ceremony, some 80 guests showered the couple with confetti produced by the Gaylord charging machine at the circulation desk.

The House Post Office and Civil Service Subcommittee oversight hearings reviewed the circular setting forth executive branch policy on the performance of "commercial" activities by the federal government and its effects on the federal work force.

Subcommittee Chair Don Albosta (D-Mich.) asked OMB Deputy Director Joseph R. Wright, Jr., if the contracting out of federal libraries was appropriate. Albosta said that OMB was "walking a thin line" in including the entirety of library operations in its emphasis on turning government activities over to the private sector.

Wright testified that OMB has selected library activities among 14 categories to be studied for productivity improvement. In the category list, "libraries" falls between "mail and file" and "laundry and dry cleaners."

Rep. Owens declared that libraries are one of the few professional functions on OMB's list and characterized A-76 as making "a blind attack on libraries in the name of cutting costs." Contracting out a government function is useful only when done on a temporary basis for short-term projects, but dangerous for long-term, ongoing operations like federal libraries, Owens said.

As a result of the A-76 hearings, Rep. Acosta is considering the establishment of a commission to recommend to Congress those functions inherently governmental which should be performed by federal employees.

Twelve against OMB policy

Rep. Acosta and 11 other Democratic members of Congress expressed their concerns about the effects A-76 in a letter to

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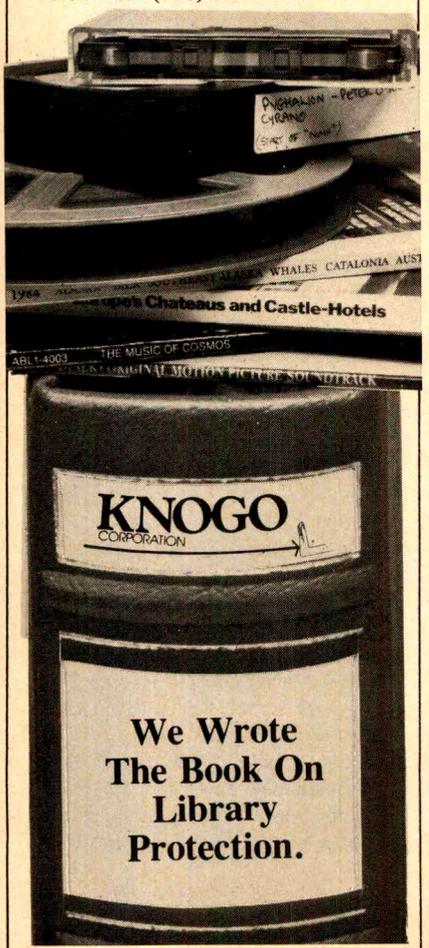

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Donald Sowle, administrator of the OMB Office of Federal Procurement Sept. 14. "While we believe that proper implementation of the A-76 circular can help achieve more cost-effective performance of government activities, we oppose its application to library operations, which are inherently connected to the government's ability to make sound policy judgments," the letter states.

The four-and-a-half page letter notes that many federal libraries already contract with private firms to access online information retrieval systems, cataloging data, and periodical subscriptions. What disturbs the members of Congress is the contracting out of entire federal libraries, including Department of Defense, research, and technical libraries. Albosta and his colleagues wrote: "It is difficult to conceive of how a federal library can adequately fulfill the information needs of its users with a constant turnover in personnel, who may have little or no familiarity with the agency's history and mission."

The letter also warned that "by allowing the independent review of each federal library under the A-76 program, the government is clearly risking the disintegration of its information-sharing network."

ALA fights threat of 43% postage increase

Shortly after the U.S. Postal Rate Commission recommended raising all classes of postage rates early next year, ALA Washington Office Director Eileen Cooke wrote the U.S. Postal Service Board of Governors in protest. The USPS board will meet Nov. 13 – 14 to rule on the rates.

The rate commission, an independent agency, had recommended increases of 10% for first class mail, 11% for third class nonprofit, 8% for fourth class special or book rate, and an average of 21% for fourth class library rate. The USPS had requested a 12% increase for the library rate, but the commission said 21% was needed to cover higher transportation costs.

In her letter of Sept. 26, Cooke argued that the proposed library rate for a two-pound package would average 43%, not 21%, over current rates, and have an adverse impact on libraries. "Every extra dollar spent for postal costs means a dollar less for purchase of materials," Cooke wrote.

Basic as well as specialized and cooperative library services would be cut, Cooke wrote. She cited examples such as the Ohio Valley Area Libraries Mail-A-Book program benefiting rural as well as handicapped, homebound, and elderly people; the New York State Library program distributing state documents and interlibrary loan; and Indiana's Tri-ALSA authority, which fills some 7,000 interlibrary loans a year benefiting 240 libraries of all types.

Postmaster General promotes libraries

Postmaster General William F. Bolger, shown here with U.S. Postal Service Librarian Jane F. Kennedy, took part in ceremonies dedicating the Nation of Readers postage stamp at the Library of Congress Coolidge Auditorium Oct. 16. Bolger will retire Dec. 31 and plans to join Gray and Company, a Washington, D.C., public communications firm.

"The inevitable result [of the proposed increases] will be diminished library service to the American people," Cooke concluded.

Congress extends LSCA and increases funding

By voice votes early in October, both houses of Congress approved HR 2878, extending and expanding the Library Services and Construction Act from FY 1985 through FY 1989.

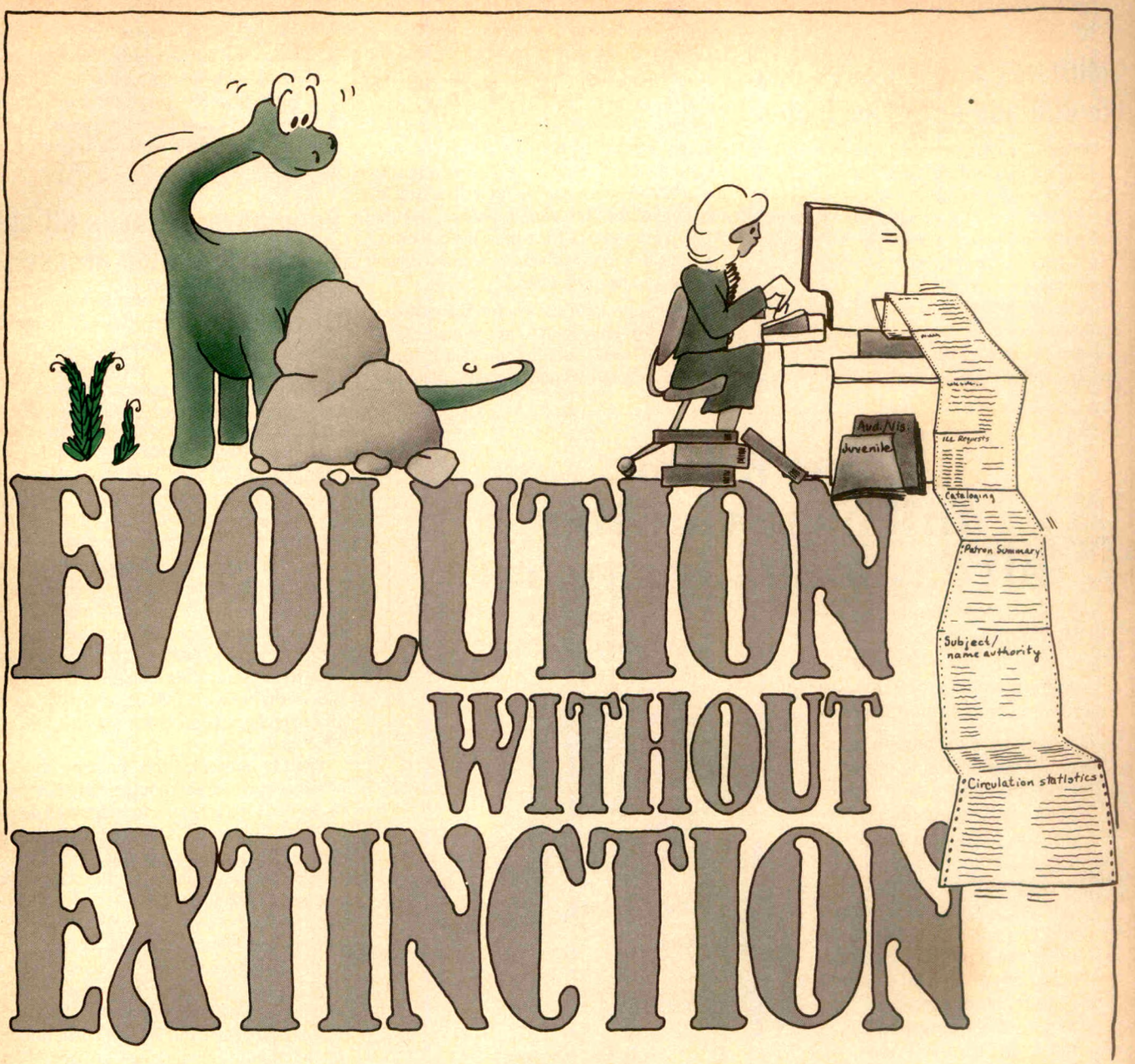
The House-Senate conference committee had agreed to add the three new titles proposed by the House, providing for services to Indian tribes, foreign language materials, and library literacy programs. The bill was sent to the White House Oct. 5 for President Reagan's signature.

The Labor-Health and Human Services-Education appropriations bill funding library programs was passed Oct. 10 by a vote of 313 – 70 in the House and by voice vote in the Senate.

The conference report (HR 98-1132) increased the 1984 funding levels for LSCA Title I, public library services, from $65 million to $75 million and Title III, interlibrary cooperation, from $15 million to $18 million. Title II, public library construction, was not funded in 1984 but was included at $25 million for 1985.

For the Higher Education Act, Title II-A, college library resources, again was not funded. Title II-B, library training and research, increased from $800,000 to $1 million, and Title III, research libraries, remained at $6 million.

The Education Consolidation and Improvement Act Chapter 2 state block



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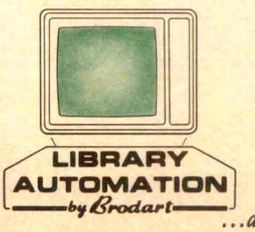

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grants increased from $479,420,000 to $500 million.

MIDLNET presents $118,000 to CLR and ALA-Washington

The Midwest Regional Library Network (MIDLNET) dissolved itself as a corporation Sept. 28 and gave its remaining assets of $118,183.59 to the Center for Research Libraries in Chicago and the ALA Washington Office. CLR received $88,637; ALA-Washington, $29,546.

MIDLNET was founded in 1975 to help provide library services to member libraries in the Midwest. The consortium brokered OCLC and also offered other database services to its 15-to-20 members at a discount. But in the Midwest other networks grew stronger, and MIDLNET could not compete.

Last spring the consortium President John P. McGowan of Northwestern University Library polled members on their options and chaired a final telephone conference Sept. 28. MIDLNET board members voted to dissolve the group and disperse its assets to the Center for Research Libraries and the ALA Washington Office on a three-fourths/one-fourth ratio to "advance the services and interest of the profession."

Expressing appreciation for the gift earmarked for collection management, CLR President Donald B. Simpson said it would be used to improve and expand collections and benefit CLR's 159 member libraries.

ALA Executive Director Robert Wedgeworth said the gift would be of great assistance to ALA in strengthening the information and advisory services provided by Washington Office Director Eileen Cooke and her staff in their work on behalf of the library community.

Penn governor goes all out to fund statewide access

"To open the doors of information to all Pennsylvanians at every publicly supported library in the Commonwealth," Gov. Dick Thornburgh recently proposed "Access Pennsylvania: An Agenda for Knowledge and Information Through Libraries."

The plan was presented at the annual meeting of Pennsylvania Citizens for Better Libraries (PCBL) in Harrisburg Sept. 26. "Access Pennsylvania" fulfills a pledge Thornburgh made to PCBL when he received its Citizen of the Year award in 1981.

At that time, Thornburgh asked State Librarian Elliot Shelkrot to convene a Pennsylvania Library Planning Council of 95 leading citizens representing business, education, industry, labor, government, and libraries, to study the problems and potentialities of the state's 4,000 libraries. The council researched 26 issues throughout 1982 and 1983 and prepared a plan.

Shelkrot presented the council's comprehensive report to Thornburgh early this year. Its 19 recommendations for improved access to library resources form the basis for the Access Pennsylvania program.

Thornburgh proposes that the state library initiate a statewide library card allowing every citizen to use every publicly supported library, and requests the Education Department to develop a course teaching school children how to use library computer catalogs to search for information. Thornburgh will ask the legislature to reimburse libraries for interlibrary lending and provide greater aid to libraries in economically distressed communities.

Access Pennsylvania calls for a budget of $3 million in additional state funds and $1.5 million in federal funds, which will be included in Thornburgh's 1985–86 budget request. This year, his administration committed $18 million in aid to publicly supported libraries and $3 million to the state library.

PCBL President Dodson Dreisbach applauded the proposal as "a breath of fresh air." University of Pittsburgh library school dean Thomas Galvin, past president of the American Library Association, called Access Pennsylvania "a bold new initiative to mobilize the total resources of all Pennsylvania libraries and information services to serve every citizen of the Commonwealth."

Pennsylvania State University Libraries Director Stuart Forth said, "It is good news indeed that the governor has incorporated so

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many recommendations from our Planning Council in these new services for libraries." Other prominent educators also hailed the proposal.

An attractive 20-page illustrated booklet on "Access Pennsylvania" may be requested free from the Pennsylvania Department of Education, Office of Press and Communications, 333 Market St., Harrisburg, PA 17126.

OCLC loses tax exemption, will pay $1 million tax bill

OCLC has lost its real estate tax status as an educational and charitable institution in Dublin, Ohio, and is paying $1,027,316 in school taxes reaching back to 1980. Beginning next year, it will also pay an annual school tax of $375,000, based on present assessed value.

OCLC had been exempt from real estate taxes since its founding in Columbus by university presidents in 1967. After the utility moved into its new computer and office facility in Dublin in 1980, the local board of education challenged the tax exemption.

On June 20 the Ohio Supreme Court upheld a Board of Tax Appeals decision denying exempt status for the OCLC property. The court ruled that OCLC offers a product to charitable institutions for a fee exceeding cost and is not itself a charitable institution.

The opinion cited fee-paying research projects for the private gain of Bank One of Columbus, Warner Amex QUBE, and Source Telecomputing Corporation as examples beyond the realm of a charitable institution. OCLC President C. Rowland Brown contends that the court erroneously interpreted facts related to OCLC research investigating library patrons' use of new technology.

"We will pay the taxes, of course, but we will also ask for legislative relief from this

(Continued next page.)

"TV Turnoff" organizer resists lures and lucre from Letterman

In a show broadcast during the wee hours of Oct. 3, the comedian David Letterman, host of NBC-TV's "Late Night with David Letterman," read a newspaper story announcing that the Farmington, Conn., Library Council plans to hold a second "TV Turnoff" next January to follow this year's successful campaign. That effort resulted in more than a thousand Farmington residents giving up television "cold turkey" for the entire month, and some 4,000 others reducing their viewing hours. (*AL*, March, p. 126.)

In view of this threat to his livelihood, Letterman placed a telephone call on the air to organizer Nancy DeSalvo, children's librarian at the Village Library, "to talk some sense into this woman" and to get her "to call this nonsense off."

"We make our living in television," Letterman told her, "and I'm calling to see if I can't get you to reconsider." After telling DeSalvo about some of the great programs Farmington residents missed during the turnoff last January—the two-hour debut episode of "Riptide" and the premiere of "Foul-Ups, Bleeps, and Blunders"—Letterman enticed her with features he said were scheduled for next January: "Children's Librarians: Guardians of Tomorrow," "Farmington: Town of Destiny," and "From Mrs. Reagan to Mrs. Sluggo: Nancys in American Culture."

When DeSalvo's resolve remained firm in the face of these temptations, Letterman tried unsuccessfully to bribe her by offering a Sony Trinitron television set if she'd "play along and call off the boycott."

Letterman tried again the following week. On his Oct. 9 show, he called DeSalvo and described new additions to the January television schedule, including "It's De-Lightful, It's De-Lovely, It's De-Salvo" and "Check Me Out: A Story of Librarians After Dark." He then repeated his offer of the television set and upped the ante by adding water skis, a riding lawn mower, and a year's supply of tanning oil to "Nancy DeSalvo's Prize Wonderland" ("total retail value $2,850"). DeSalvo brushed off the goodies and asked Letterman to join her in the "TV Turnoff" by giving up his show during January. "You're a tough nut to crack," he told her, promising to make another attempt to change her mind on a future show.

A color television, water skis, and a riding lawn mower were all part of "Nancy DeSalvo's Prize Wonderland."

DeSalvo told *AL* that despite her willingness to kid with Letterman, the Library Council is very serious about the campaign. She said next year's efforts will include workshops to educate parents and teachers on the effects of television and related topics.

"I was hoping he'd offer me a car," DeSalvo said when asked if she was tempted by Letterman's bribes, "because I want to know how it feels to turn down a car."

— Gordon Flagg

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New **Melvil Dewey: The Man and the Classification.** 1983. Proceedings of 1981 Seminar. Contributors: Keyes D. Metcalf, David Kaser, Dee Garrison, Francis Miksa, Wayne A. Weigand, John P. Comaromi, W. Boyd Rayward, Gordon Stevenson. 210 pp. ISBN 0-910608-34-2 $10.00

Also Available **DEWEY Decimal Classification and Relative Index. Edition 19.** 1979. 3273 pp. Set: 3 Vols. ISBN 0-910608-23-7 $100.00 Purchasers of Edition 19 are entitled to receive FREE issues of the DC& supplements to Edition 19. Vol. 4, Nos. 4 and 5 available 1984.

Manual on the Use of the DEWEY Decimal Classification: Edition 19. 1982. 551 pp. ISBN 0-910608-32-6 Paper $20.00

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ruling," Brown said. "The Ohio Supreme Court decision places a new and additional burden on our member institutions and taxpayers, and it provides a major windfall of new revenue to a single school district."

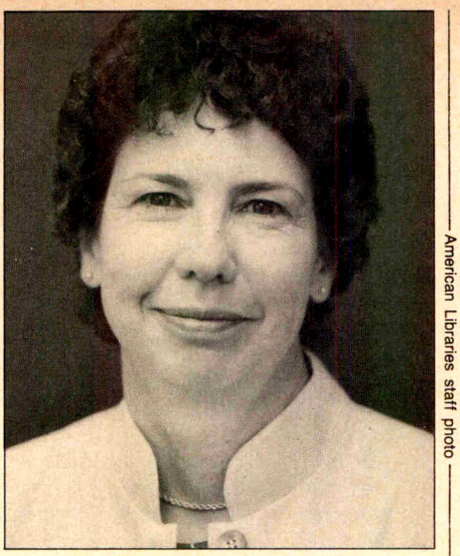
Brown also declared: "We will continue to operate as a charitable and educational organization under our broad public purpose of furthering ease of access to knowledge and information."

OCLC paid $205,463, the first of five semi-annual installments on the $1 million bill, to the Franklin County Treasurer's Office July 26. OCLC also pays local water and sewer taxes for the Dublin facility, and remits the city income taxes of its 660 employees.

Penny Abell to direct Yale University Library

Millicent D. Abell, library director at the University of California/San Diego, will succeed Yale University Librarian Rutherford D. Rogers when he retires at the end of this year.

In announcing the appointment, Yale President A. Bartlett Giamatti said: "We are delighted that someone with Penny Abell's experience, ability, and vision will be the next university librarian. She will build on the splendid work of Rudy Rogers and her selection promises that the Yale Library tradition of high standards of professionalism and service to scholarship will continue with vigor."



American Libraries staff photo

Millicent D. Abell

Abell, an American Library Association member since 1968, was president of the Association of College and Research Libraries in 1980–81 and currently serves as ACRL member of the ALA Council. In 1981–82 she was president of the Association of Research Libraries and was recently named to chair the Center for Research Libraries.

Born in Wichita, Kans., 50 years ago, she holds master's degrees in personnel administration, library science, and political science.

Her career as a librarian began at West Point in 1964, when her husband Julian became an instructor at the U.S. Military Academy. She has also worked at the Colorado Springs Public Library, the University of Washington Libraries, and at SUNY/Buffalo. She was appointed university librarian at San Diego in 1977.

At Yale, she will head one of the world's largest scholarly research libraries, with 8 million volumes scattered in 37 locations. The Yale system incorporates the Beinecke Rare Book and Manuscript Library and the Seeley G. Mudd Library of social science materials.

Laura X awaits sentence of fines, not imprisonment

Laura X, founder of the Women's History Research Center in Berkeley, Calif., has been sleeping easier since July 12, when the local prosecutor dropped 22 of the 24 criminal charges against her and requested she not be incarcerated. In November, the Alameda County Higher Court is expected to sentence her to restitution and fines, as she originally asked.

Last March Laura X was charged with conspiracy, forgery, and grand theft in her alleged abuse of the federal work-study program (*AL*, May, p. 278). She pleaded not guilty and appealed for support from librarians, academics, and users of the center and its National Clearinghouse on Marital Rape.

In a plea-bargaining accord in July, District Attorney Jim Anderson dropped all but two charges against Laura X and requested that she not be incarcerated. In exchange, she agreed to plead no contest on one charge of forgery and one charge of theft. Municipal Judge Carol Brosmahan convicted her, put her on three years' probation, and turned the case over to Alameda Superior Court for monetary sentencing.

"We are most grateful for the support we received from librarians and other academics," Laura X told *AL* in mid-October. "Their letters convinced the prosecutor of the center's importance. And those letters with big and small donations built up our morale as well as the defense fund."

Lawsuit fails to force listing in *Current Contents*

Om Johari, editor of the quarterly *Scanning Electron Microscopy* (*SEM*), wants his biology journal included in *Current Contents—Life Sciences*, published by the Institute for Scientific Information (ISI).

SEM is indexed in *Biological Abstracts, Index Medicus, Excerpta Medica,* and ISI's

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annual *Journal Citation Reports,* but Johari feels a *Current Contents* listing would increase *SEM's* circulation (now 2,000), sell more reprint articles, and attract more scientists to submit manuscripts.

Three years ago SEM, Inc., filed suit against ISI, Inc., in federal district court in Chicago. SEM charged that ISI excludes competition and controls prices. "By virtue of this monopoly power," SEM declared, ISI "effectively controls the exposure to scientists and technicians of a publication in the field of technological sciences, and the access scientists and technicians have to scholarly works necessary for scientific and technological research and development." SEM requested treble damages, fees, and immediate inclusion in *Current Contents.*

Judge John F. Grady began hearing the case in June. Eugene Garfield, founder and president of ISI, testified Oct. 2. The next day, Judge Grady delivered an oral decision, finding that ISI is not abusing its monopoly, preventing competition, or controlling prices. Grady recognized *SEM* as a journal of significant scientific material and agreed that its absence from *Current Contents* may be damaging, but he said relief is not in the existing law. After ruling that SEM must pay all court costs, Grady dismissed the case.

Johari told *AL* he planned to ask Garfield to treat *SEM* as the significant journal the judge said it is and include it in *Current Contents.*

news in brief

Administrators, librarians pair off. Nineteen pairs of library directors and university administrators from across the continent shared views on information issues at a symposium at Northern Illinois University in DeKalb Sept. 17–18.

The symposium was entitled "Administrative Perspectives on the Changing Role of Libraries in Higher Education: Critical Issues and Challenges for the 80's." It was funded by the NIU Office of the Provost and the University Libraries directed by Theodore F. Welch, who chaired the planning committee.

Keynote speakers were Robert Wallhaus of the Illinois Board of Higher Education and Roderick T. Groves of the Illinois Board of Regents, who discussed how the shifts in demography, the increasing use of computer networks, and the impetus for educational reform are affecting academic libraries.

Illinois Secretary of State and State Librarian Jim Edgar said that an increasingly college-educated public must have free access to academic library materials through networks housed in local public libraries. Support for research-sharing provided to the state university system has made the University of Illinois at Urbana the largest "public-academic library" in Illinois, he said.

—from a report by George Eberhart

Casey returns to NCLIS. President Reagan appointed ALA Councilor Daniel Casey of Syracuse, N.Y., to the National Commission on Libraries and Information Science (NCLIS) in October. Casey, an Onondaga County Public Library trustee and former president of the American Library Trustee Association, served on the commission in 1973–78.

Casey and Pat Barbour of Dearborn Heights, Mich., will fill terms that began in July and will end in 1989. Their appointments require the approval of the Senate. Also pending in the Senate are the NCLIS appointments of Margaret Phelan of Kansas and Wanda L. Forbes of South Carolina. Reagan appointed Phelan and Forbes to fill the five-year terms that began in 1983.

Ladd to leave Copyright Office. David Ladd, who succeeded Barbara Ringer as Register of Copyright in June 1982, has resigned effective Jan. 2. Ladd, who is also assistant Librarian of Congress for Copyright Services, will join the communications-law firm of Wiley and Rein in Washington, D.C.

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"Karibuni Kenya"—Welcome to Kenya!

First IFLA in Africa inspires delegates

by Josephine Riss Fang

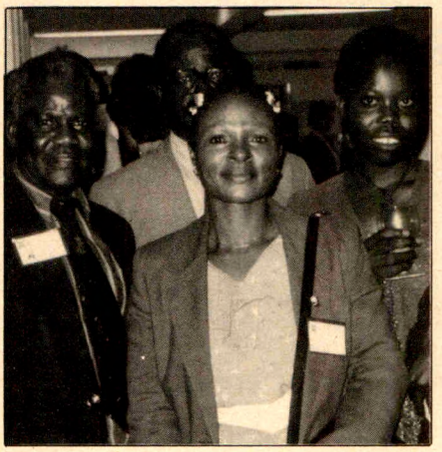
DELEGATES ATTENDING THE 50TH General Conference of IFLA in Nairobi, August 19–25, were well aware of the historic occasion: For the first time in its 57-year existence, the International Federation of Library Associations and Institutions met on African soil. It was only the second meeting in what is considered a developing country; the first was 1980 in Manila. The conference theme—"The Basis of Library and Information Services for National Development"—focused on the need for effective library services and their support by governments in developing countries.

Ever since extending an official invitation at Copenhagen in 1979, Jafred S. Musisi, president of the Kenya Library Association and chair of the Local Organizing Committee, had labored with a dedicated group of colleagues to make the conference a success. Their efforts were well rewarded: after a week of intensive programs, working sessions, discussions, and cultural and social activities, delegates generally rated this conference as one that had confronted them with the issues and concerns of the Third World. ALA President E. J. Josey, who headed a group of ALA Black Caucus members for a pre-conference seminar with the Kenya Library Association, observed: "Many of us do not understand the difficulties in which libraries in the Third World work."

Nairobi, the capital of Kenya, is still the "Green City in the Sun," with high-rises, international offices, and luscious tropical gardens in modern hotels, despite the great drought in Africa. Good will and pleasant weather prevailed throughout the conference. Librarians could visit Nairobi libraries and choose excursions to see the area's famous wildlife and scenery. Many participated in safaris or took time to shop for Akamba wood carvings, Kisii stone sculptures, or the popular Kenya bags, which were distributed to each registrant. Festive receptions took place in the Parliament Building and the American Cultural Center, site of an Electronic Age Book Exhibit.

A memorable evening at the home of Library of Congress Field Service Director James C. Armstrong, and another one featuring the colorful dances of the Bomas of Kenya, offered relaxation and informal exchanges.

Josephine Riss Fang, professor at the Graduate School of Library and Information Science, Simmons College, chairs the IFLA Section on Library Schools and Other Training Aspects and the IFLA Division of Education and Research.



Gathered in Nairobi, at top, are Elinor Hashim, NCLIS chair; Guy Brown of USIA; Gerald Thomas, U.S. ambassador to Kenya; William Lukasavich, director of the American Cultural Center in Nairobi; Anne Mathews, University of Denver library school; and Robert Wedgeworth, ALA executive director. Below, J. S. Musini, left, chair of the Kenya Library Association, and colleagues attend an American Cultural Center reception, and children entertain IFLA guests in the home of C. K. Wambugu, deputy chief librarian of the Kenya National Library Service.

Third World challenges

The Government of Kenya—used to international meetings at the modern, sprawling Kenyatta International Conference Centre (KICC)—was represented by several high officials. Vice President Mwai Kibakii, opening the first Plenary Session, set the tone for the conference in an eloquent, pointed speech. He encouraged libraries in developing countries to promote children's reading habits and adult education, while being aware of the important role of oral tradition.

Some current challenges facing Kenya are the high cost of producing reading materials (there was much talk of strengthening indigenous publishing in the Third World), the use of modern technology for the storage of available material, and conditions in rural areas making teaching and literacy more difficult. These points were emphasized by P. R. Kinyanjui (Kenya), who called librarians "adult educators par excellence." Kinyanjui voiced a special concern of the Third World, namely that "by the year 2000 the world will be divided by those who have access to relevant information and those who have not."

Among the estimated 800 participants were a large number from developing countries and representatives from Unesco, FID, ICA, and other international organizations, with a good number of delegates from the United States.

Exhibits by local bookstores, publishers, and other enterprises were spread throughout the Conference Centre. The forthcoming

1985 IFLA Conference in Chicago was heralded by a handsome poster display. Brochures described the first "World Conference on Continuing Education for Library and Information Science Professionals," organized by ALA and the IFLA Section on Library Schools for August 1985.

The usual combined exhibition for IFLA did not materialize. Apparently, customs held up the shipments of books, periodicals, library equipment and other items from IFLA publisher K. G. Saur, Swets and Zeitlinger, Springer-Verlag, Library Association Publishing, and additional participants. This material, valued at some $60,000, was meant to be donated to the Kenya Library Association after the conference. Librarians from Kenya and other developing countries were thus unable to see IFLA publications and some of the library equipment firsthand.

The "Nairobi Manifesto"

Papers presented in more than 200 sessions dealt with topics ranging from grass-root-level beginnings and literacy programs to UNIMARC (Henriette Avram, U.S.A.), the Universal Availability of Publications (Maurice Line, U.K.), education and training (A. Wambugu, Kenya; V. Lesokhina, U.S.S.R.; M. Benjeloun, Morocco; S.A.H. Abidi, Uganda; M. M. Aman, U.S.A.), and personnel resources.

A pre-conference seminar focused on aspects of grass-roots training, resulting in a "Nairobi Manifesto, 1984," which reaffirmed the need for effective library services, stressed the importance of oral tradition, and called on governments for support.

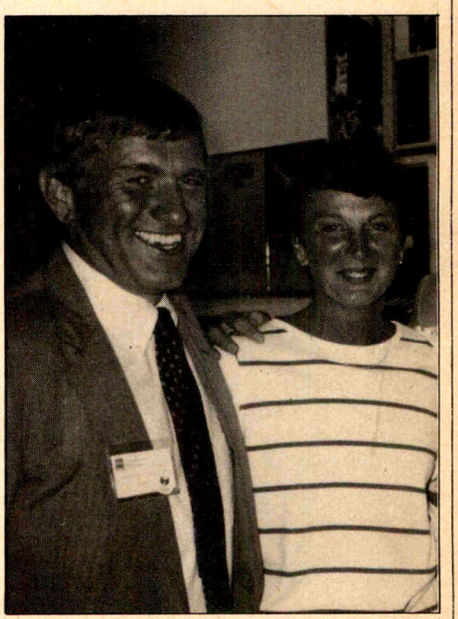
The African Section reported on its pioneering projects and proudly distributed the second number of its newsletter *IFLA Africa News*.

Three major core programs will be incorporated in IFLA activities: Advancement of Librarianship in the Third World, Conservation and Preservation, and Trans-Border Data Flow (TDF).

The Chinese delegation, headed by Sha Hu, deputy director of the National Library, presented to the Section on Library Schools a proposal that was enthusiastically endorsed: to hold a first seminar in China following the IFLA Conference in Tokyo, 1986.

In the festive closing session, Kenya Minister for Culture and Social Services K.S.N. Matiba thanked the delegates on behalf of the government and the people of his nation and welcomed future assistance in shaping the young generation of Kenya into readers. When Margreet Wijnstroom, in her private role as a librarian from The Netherlands, presented a check for $6,500 as a gift from her nation's librarians towards the establishment of school libraries in Kenya, all were visibly moved.

IFLA President Else Granheim of Norway presented the IFLA Medal to former British Library Director Sir Harry Hookway "for great contributions to international librarianship and IFLA, 1978–84." Pleased with the exceptional press coverage of IFLA during



Faces at IFLA included David Bender, executive director of the Special Libraries Association, and Pat Moholt, associate director of libraries, Rensselaer Polytechnic Institute.

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the Conference, she expressed hope that this interest in libraries in Kenya will continue, along with support by the government.

IFLA 1985: Chicago

Robert Wedgeworth, ALA executive director and co-chair of the U.S. IFLA Conference Planning Committee, invited colleagues to the next IFLA Council and General Conference, August 18–24, 1985, in Chicago. In addition to sessions on the theme, "Libraries and the Universal Availability of Information," the conference will include a full program of cultural and social events, including an American-style block party.

To request a detailed Preliminary Program and other information on the 1985 conference, contact Robert Doyle, IFLA '85 Coordinator, 50 E. Huron St., Chicago, IL 60611, U.S.A. (phone: 312-944-6780). □

At his Kenya exhibit, IFLA '85 coordinator Robert Doyle demonstrates to Lenore Coral of Cornell the warm reception guests can expect at the Chicago international conference.

QUICK-BIBS: New and recent books on a timely topic

Bill Ott, compiler

ABORTION

Abortion may have polarized the American public more widely than any other social issue. As the debate rages over the moral, political, and legal aspects of abortion policy, the need grows for libraries to provide reliable materials on all aspects of the subject — particularly after an election campaign in which abortion became a major area of disagreement between the presidential candidates. The following list of recently published books encompasses both the right-to-life and pro-choice positions, as well as titles that strive for an impartial presentation of the facts behind the controversy.

Corsaro, Maria and Korzeniowsly, Carole. *A Woman's Guide to Safe Abortion.* Holt, 1983, $12.95. (0-03-060603-9, 82-15652)

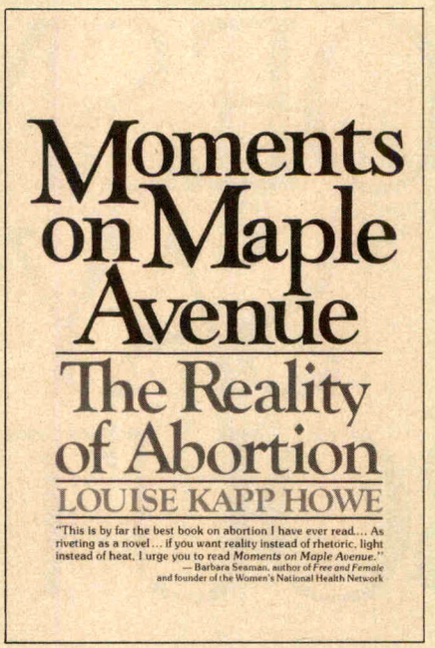
For women who have made the decision to have an abortion, this practical guide describes the operation itself and discusses such related issues as medical complications, emotional recovery, and what to look for in an abortion clinic.

The Death Decision. Ed. by Leonard J. Nelson. Servant Books, 1984, $7.95. (0-89283-144-8).

This collection of essays examines the ethical implications of various technical advances in biomedics. The authors, speaking from a Christian point of view, address not only abortion but also amniocentesis and euthanasia. They argue that the "New Biology" undermines a fundamentally human respect for life.

Hekman, Randall J. *Justice for the Unborn: Legal Abortion and How We Can Stop It.* Servant, 1984, $8.95. (0-89283-194-4, 84-5424)

A Michigan judge discusses a case in which he denied a 13-year-old girl's petition to have a court-ordered abortion. Hekman's arguments in support of the right-to-life position are clearly stated, and he does a good job of exploring the legal ambiguities of current abortion law.



Howe focuses on a day in the life of an abortion clinic to present the abortion issue in microcosm.

Howe, Louise Kapp. *Moments on Maple Avenue: the Reality of Abortion.* Macmillan, 1984, $13.95. (0-02-555170-1, 84-12244)

A day in the life of an abortion clinic. This graphic portrait moves away from ideology to focus on people — employees and patients at a White Plains, N.Y., clinic. Readers with different viewpoints will draw different conclusions from Howe's very vivid book.

Luker, Kristin. *Abortion and the Politics of Motherhood.* Univ. of California. 1984, $14.95. (0-520-04314-6, 83-47849)

This scrupulously researched study of the abortion issue combines revealing profiles of right-to-life and pro-choice advocates with fascinating historical surveys of both movements. Luker's account should be a first choice for libraries needing an impartial, closely reasoned statement of what the abortion controversy is all about.

Milbauer, Barbara and Obrentz, Bert. *The Law Giveth: Legal Aspects of the Abortion Controversy.* Atheneum, 1983, $21.95. (0-689-11312-9, 82-45184)

A straightforward detailing of the role the law has played and is continuing to play in determinng national abortion policy, this valuable resource provides excellent background material on the question of legislating ethical concerns.

Paige, Connie. *The Right to Lifers: Who They Are, How They Operate, Where They Get Their Money.* Summit, 1984, $13.95. (0-671-43180-3)

Although the author of this survey of the right-to-life movement is herself a pro-choice advocate, her profiles of prominent anti-abortion activists and her analyses of their beliefs are presented with notable even-handedness. The chapters on how the movement is financed are especially interesting.

Reagan, Ronald. *Abortion and the Con science of the Nation.* Thomas Nelson, 1984, $7.95. (0-8407-4116-2)

President Reagan doesn't pull any punches in this forthright statement of his anti-abortion position. Along with the president's by-now-familiar opinions, the volume includes related writings by Malcolm Muggeridge and U.S. Surgeon General C. Everett Koop. □

Bill Ott, *who writes this column freelance for* American Libraries, *is books-for-adults editor of ALA's* Booklist *magazine.*

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reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

American Libraries encourages signed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or will be edited to fit space; longer contributions may be submitted to the "On My Mind" department.

Books for babes

I READ ROSE MARIE ANTHONY'S article, "No Signature, No Library," (Sept., p. 567–68) with great interest. At the San Francisco Public Library children are not required to wait until they can print their names before applying for a library card. Parents (with child in arms) may apply for them from the moment they are born.

Since the late 1960s, SFPL has targeted service to preschool-age children and their parents as a top priority. Our Early Childhood Project, the "You, Your New Baby, and the Library" programs, and the current "Infant-Toddler Lap-Sit" programs have all recognized the importance of infants and young children being exposed to books, literature, and libraries. By allowing parents to apply for library cards in their infants' names, SFPL has supported its programming and the parents who need not be penalized when they exceed the circulation "limit" in selecting books for themselves and their young children. When the policy was first implemented, juvenile library card applications were available in Chinese, Japanese, Spanish, and Tagalog as well as in English to facilitate the process for many parents.

I hope that Anthony's article will lead other libraries to drop the printed name system and "encourage library use from the youngest age on."

GRACE W. RUTH, ALA member,
San Francisco (Calif.) Public Library

Is it ethical?

The ALA Ethics Committee has asked *American Libraries* to publish some hypothetical questions designed to stimulate thought on ethics in professional library service. Here's the sixth in the series:

Is it ethical for library staff to have benefits exceeding those of users: i.e., first crack at reading bestsellers; free photocopying privileges; or returning overdue books without penalty?

Comments under 150 words sent to *American Libraries* (Editor, "Reader Forum") will be considered for publication.

Winning in a walk

SOME INFORMATION WAS OMITted concerning the ALA Fun Run and Walk at the Dallas Conference (July/Aug., p. 491). I was the first male to cross the finish line and the fifth finisher overall in the walk. Although it was announced that the first male and female finishers would be recognized, my achievement keeps being omitted or ignored by the media. The trophy intended for me was given to the second female finisher. It's not a big deal to me, but those around me insist I've been a victim of sex discrimination, so please print this to set the record straight.

JIM COOMBS, ALA member,
Southwest Missouri State University Library, Springfield

Bundle of joy

I WAS UNPLEASANTLY SURPRISED to read that many libraries require a child's signature before issuing a library card (Sept., p. 567–68). Since when is the ability to sign one's name a prerequisite for enjoying library materials?

The Windsor (Conn.) Public Library, where I am children's librarian, has a very different attitude toward children and library cards. Because we believe it is important to instill a love of books and reading at the earliest possible moment of a child's life, we actually invite newborns' applications for library cards. We distribute "Baby Bundles" to new parents. Each bundle contains a library card application and a bibliography of materials useful to new babies and new parents. Response to the Baby Bundles has been positive and enthusiastic.

It is important that all children of all ages and abilities can use and enjoy the many benefits of the public library. I hope that signature requirements represent a dying trend in a profession dedicated to serving the community at large.

BETSY WILKENS, Windsor (Conn.) Public Library

Philoxentic, not xenophobic

I ENJOYED ART PLOTNIK'S XENOphobic diatribe against outside speakers at the recent ALA convention (July/Aug., p. 474). But I must confess that rather than being xenophobic to outsiders, I'm philoxentic, and phlogistic toward the encephlophonics within the profession. I am, quite candidly, sick of these library philologasters telling us which button to push next, and how démodé books are.

Although I am not in agreement with all the outsiders had to say, much of the advice in your catalogue raisonné of "pap" that ALA-goers got is just the sort of beef we need. The fact that we need this kind of talking-to is quite easy to understand: we haven't done it ourselves yet. When a child still acts like an enfant terrible, you can't complain when everyone treats him like a brat. And when the library profession hasn't achieved most of its elementary goals, like making the library a sanctuary of books, you can't very well complain when outsiders tell us this is what they want from us. If anything, library flaneurs—otherwise known as the pundits of the profession—are telling us quite the opposite. The library, we hear stridently proclaimed, is hardly a place of books or a place of the mind. Oh, sure,

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it's that, but it's so much more than we're told. Consider, Mr. Plotnik, that the outsiders handed the profession a report card. They consider us to have flunked in the most important area. •

Rather than spend all our time worshipping the machine, crying about this or that technicality, and attempting to play the schadenfreude by driving a wedge between parents and children, why not return to the first tenet of librarianship: books? I know it sounds corny, but it may very well be our last and only cure for a profession hell-bent on obsolescence.

MARK Y. HERRING, King College Library, Bristol, Tenn.

Making mountains out of no-hills

I WANT TO POINT OUT WHAT APpears to be an error in the news item about the closing of the Denver library school (July/Aug., p. 476). The story reads: "No consideration was given to the high quality of or need for the 52-year-old school, which directs the only ALA-accredited program in 11 mountain states. . . ."

If you count Brigham Young University's accredited program in Utah (next door to Colorado) I don't see how the number of mountain states could possibly total 11, even if the Dakotas, Kansas, and Nebraska are included (some would consider them to be plains states).

We at the BYU library school were saddened to learn the fate of the Denver library school. We have many friends there and have great respect for their quality program. We wish them success in their endeavor to find a new home in one of Colorado's schools of higher education.

NATHAN M. SMITH, ALA member, director, Brigham Young University library school, Provo, Utah

Info stress for libinfospecialists

YOUR DRAMATIC EDITORIAL ON "information stress" (Sept., p. 549) prompts me to forward the following definitions from the latest version of my "Selections from a *Dictionary of Libinfosci Terms*." The article, which offers further definitions from the April 1, 2050, edition of the dictionary, is to be published in a forthcoming issue of *Technical Services Quarterly*.

Information stress: A professional mental disorder, first diagnosed in 1984, which had become endemic in the United States by 1995. The inability of librarians and information specialists to cope adequately with information stress was another element of the information disaster of 1996. The ability of libinfospecialists to properly diagnose and treat this disorder has largely eliminated it. Information stress was characterized by a feeling of insecurity in dealing with either the quantity of information to be organized or with the quality of information as it dealt with information science.

Libinfosci: The most lucrative and prestigious profession of the second half of the twenty-first century, libinfosci holds the place of public prestige once accorded to doctors and lawyers. Libinfosci is the profession that deals with the care and treatment of information, and information disorders, and the application of information to all aspects of human existence.

NORMAN D. STEVENS, ALA member, University of Connecticut Library, Storrs

If they'd been librarians **by B.B. Rile**

King Arthur spends his nights at round tables.

Supervisors' salaries at UC

IN THE ARTICLE ON THE AGREEment between the librarians' union and the University of California (Sept., p. 550), chief union negotiator Joyce Toscan is quoted as saying, "We've had a strong belief at the University of California that there should be no difference in salaries between administrators and working librarians."

This statement is misleading and needs clarification. Administrators at UC libraries (assistant and associate university librarians who administer public services, technical services, personnel, etc.) do indeed have a pay scale both separate and higher than other librarians. It is true that supervisors (typically department heads) and non-supervisors have the same pay scale and that this state of affairs has been supported by a majority of the members of the UC Librarians Association—the majority of whom, of course, are non-supervisory librarians!

In what is perhaps unprecedented in the history of collective bargaining, those employees who are excluded from the librarians' union (supervisors) have the exact same salaries, benefits, and conditions of employment as do those employees (non-supervisors) who are included in the union and are covered by the bargaining agreement.

At UC libraries, administrative librarians have a separate pay scale, and there is a strictly demarcated library-assistant series (ranging from LA I–V). It is only mid-management librarians whose role and responsibilities are not accorded the compensatory recognition that is standard in other academic libraries.

I will leave to the reader's imagination how this personnel policy affects the morale of supervisory librarians at the University of California.

GREGOR A. PRESTON, ALA member, Shields Library, University of California, Davis

Costs discouraging member input

ONE OF THE PRINCIPAL REASONS for my having run for Council two years ago was my feeling that someone should be voting against dues increases. Considering the many grants and special projects which the Association handles, dues income is now well below the 20 percent of total revenue claimed by ALA, possibly even below 10 percent.

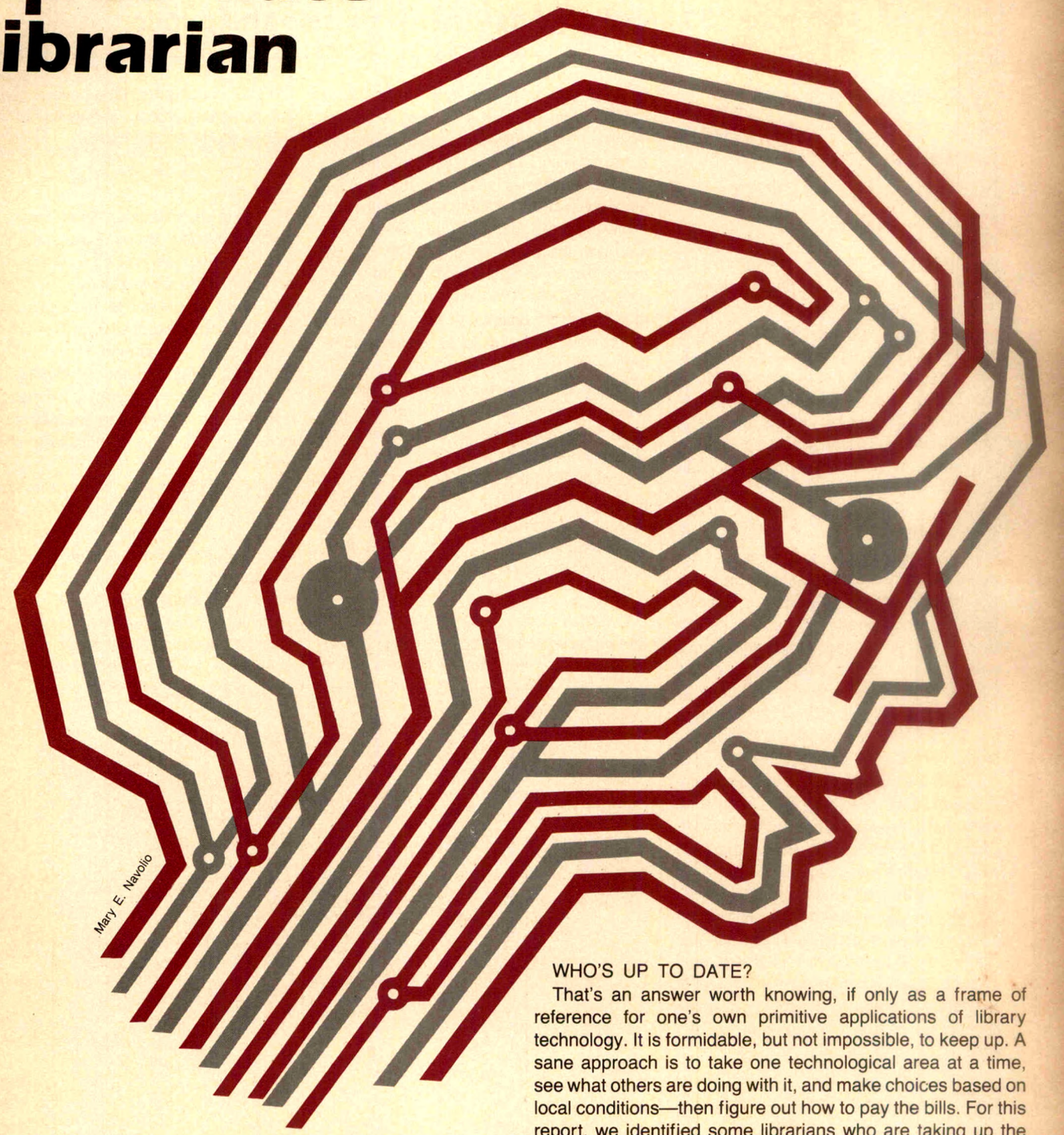
As a result, we must face the fact that members are becoming less and less important to a very large organization. When we elect a president, he/she is able to work on policy for only one year. The conferences are obviously attended more and more by directors and well-funded persons. At the same time, the ordinary librarian who earns under $20,000/year cannot handle the costs of these meetings often enough to run for Council, or attend once a year, or even alternate years. The organization can easily escape input from members, and perhaps it does not even need them other than for structure.

In the meeting this past summer at Dallas, as well as last Midwinter in Washington, I found myself outvoted and out-argued by people who like the ALA we have now, and who are willing to pay increased dues without fearing that we shall lose members thereby.

I feel it is important at this time to invite the contributions of members who may be considering dropping membership because of cost (April, p. 258) so that their voices are heard. I have always been very proud of the American Library Association and its capacity for giving voices to a diverse collection of dedicated professionals. I do not want to lose this quality by losing a strong membership base which includes the chronically underpaid but extremely valuable working librarian from the "real" world.

ELIZABETH MORRISETT, ALA member and Councilor at Large, Butte, Montana □

The technologically up-to-date librarian



Mary E. Navolio

A special report from American Libraries

WHO'S UP TO DATE?

That's an answer worth knowing, if only as a frame of reference for one's own primitive applications of library technology. It is formidable, but not impossible, to keep up. A sane approach is to take one technological area at a time, see what others are doing with it, and make choices based on local conditions—then figure out how to pay the bills. For this report, we identified some librarians who are taking up the technological challenges in specific areas and asked them to describe their technology, rate its value to the library, and make some wishes for the future. We strove for interest and variety in selecting our examples.

We also introduce a technological prototype from ALA, and hear from an administrator now designing a high-tech library from scratch. Many thanks to our technologically-up-to-date contributors. —*A.P.*

REFERENCE POWER

A corps of librarians performs 1,500 searches yearly on some 300 electronic databases to help the public

by Evelyn Greenwald, director of the Southern California Answering Network, Los Angeles Public Library

A LIBRARY PATRON IN CHINO WANTS information on the "queen bee syndrome," a term for women in management. A researcher in Los Angeles needs information "right now" on the poisonous skin secretions of the Pardacherus Marmoratus, a sole fish found only in the Gulf of Aqaba. A Hollywood scriptwriter wants examples from literature and drama of the concept of the "alter ego." A businessman in Norwalk must have within the hour a list of the top new-car dealers by sales volume in southern California.

To answer questions such as these from public library patrons, the librarians in the Southern California Answering Network (SCAN) use an array of databases. SCAN is a federally funded regional resource center located at the Los Angeles Public Library. The center provides a reference referral service for six public-library cooperative systems encompassing 173 libraries in southern California. Since 1976, beginning with the old New York Times Information Bank, databases have been an integral part of the service. Now SCAN subject-specialist reference librarians perform 1,500 searches a year using BRS, DIALOG, NEXIS, and ORBIT databases.

SCAN librarians view databases as powerful reference sources, available for use along with a multitude of standard print sources. Each librarian, in the course of answering a reference question, decides if a database search is appropriate. SCAN does not perform "on-demand" searches. If the librarian finds it prohibitively expensive to print all citations found, a short list of from five to 10 citations is printed and given to the patron as an indication of what is available in the database. If patrons want all the citations or need more extensive searching, they are referred to fee-based retrieval services.

IBM to the rescue

SCAN staff conduct their searches using a Televideo 950 CRT, a Texas Instruments 820 RO printer, and a Vadic 3434 1200-baud modem. (Dial-up is via local Tymnet or Telenet.) This equipment was also used to send and receive a high volume of electronic mail, resulting in jam-ups at the terminal as people waited for turns at the keyboard. A few months ago that situation was alleviated with the purchase of an IBM PC. By using the new microcomputer for word processing, file creation, and electronic mail, the "old" equipment has been freed and is now dedicated to database searching.

SCAN librarians, early and enthusiastic users of computerized information retrieval, have seen the number of databases available to them grow from a modest 50 or so to a bewildering 300-plus. The librarians are subject specialists expert in the bibliography of a particular field. Each librarian concentrates on specific databases, reinforcing and deepening the subject specialization.

Database use has enhanced and strengthened third-level reference service in California. Public-library patrons, often the information-poor, now have access to the increasing amount and variety of information found in databases.

* * *

As high-speed printers type citations to reports, articles, proceedings, and documents, a new need is born. Library users, accustomed to rapid retrieval of information, want to get those materials easily, quickly, and inexpensively. Telefacsimile transmission of material from library to library is a possible method, not widely used at present. As transmission times decrease—and if telephone charges do not increase drastically—telefacsimile should become more viable.

Another answer may be transmission of stored full-text articles from computer to computer, printed at ever-higher speeds; or better yet, transmission of material from a storage library to a screen or printer in the home. Until this glorious future, I'll just be happy to get the two-page article I requested last week via interlibrary loan (yes, I put it on an ALA form) by next week. □

Evelyn Greenwald, director of SCAN, in the center's office at Los Angeles Public Library.

KURZWEIL-PLUS

Good technology for disabled people—and getting it used—is the idea at the Phoenix Public Library Special Needs Center

by Mary A. Roatch, special needs librarian, Phoenix Public Library

A PUBLIC LIBRARY, WHICH EXISTS FOR everyone, should be accessible to everyone. In Phoenix, with the help of technology, it is. Our Special Needs Center was developed to make the library available to handicapped people, their families, and the agencies serving them. Our high-tech aids supplement such basic resources as periodicals, newspapers, large-type books, circulating toys, braille, audio tapes, and videocassettes.

Computers and other new technology can help equalize learning opportunity for handicapped people. For example, synthetic speech and the "artificial intelligence" of the Kurzweil Reading Machine have made most of the library's books instantly available to blind users. A book is placed on the machine, an optical scanner photographs the print, and the information is sent to a computer unit to be read in a synthetic voice. The reading machine—combined with a VersaBraille paperless braille computer, Apple IIe computer with Echo II synthetic speech, and a letter-quality Diablo Printer—enables a blind person to read and write braille or printed material electronically, edit manuscripts, and print out corrected copies. The full circle is completed when the new copy is placed on the Kurzweil and the blind person can hear the revised text. Now that individual can read and write without dependence on a sighted person.

The Center's computer software programs include several word processing programs for blind users, such as Braille-Edit, Documents, Directories, and Textalker. There is also a Braille Fingerspelling program, and education software with synthetic speech. Other technological aids at the Center include a TDD (telephone device for the deaf), video print enlarger, and a microfiche enlarger.

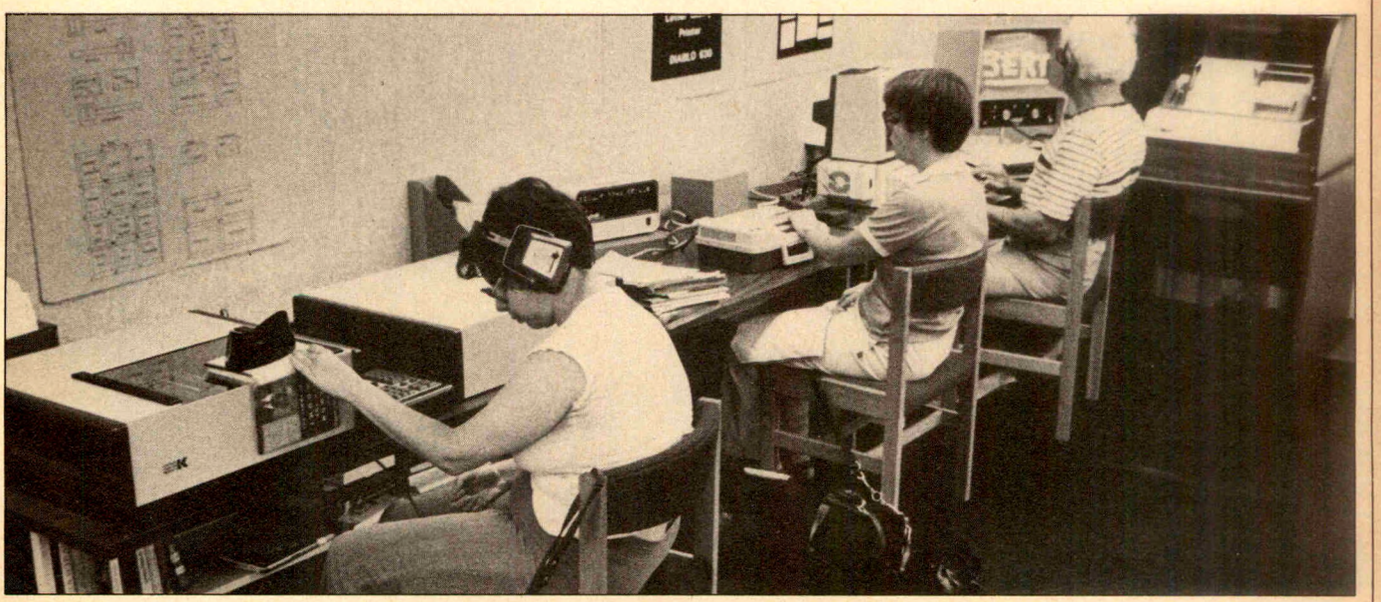
Using these machines has been an exciting venture for both staff and disabled patrons. Our blind library users have ranged from four to 80. A four-year-old has been taught braille on the VersaBraille by one of our blind volunteers. A professor of literature who lost her sight several years ago now reads books not available on tape recordings by using the Kurzweil.

A braille proofreader for the Library of Congress types her weekly reports on the Apple computer, then edits and prints them to be mailed to Washington. For the first time in her life she can do her own proofreading and produce materials independently. A 60-year-old gentleman is learning to type with the Talking Typewriter program so he can write his life story using the computer. A blind student of computer programming uses the synthetic speech of the Textalker to monitor her work; previously, her mother had to read her the text on the screen. These are but a few examples of what blind people are doing with the help of technology.

This forthcoming year, additions to the Special Needs Center will include a Cramner hard-copy braille printer, a computer with a large-type screen, and a copier to enlarge print. Staff will stay up to date on rapidly changing technology for the handicapped by reviewing newsletters, periodicals, and new books.

* * *

We have envisioned the ideal Special Needs Center. Paperless braillers and computers with synthetic speech would be owned in quantity and lent to eligible blind patrons to use for employment, education, and enjoyment. Databases would be accessed by telephone modems and an electronic bulletin board would be produced. The card catalog of library holdings would be put into a computer to become available to blind patrons via synthetic speech. The Center would add more staff and be able to stay open evenings and weekends. Perhaps some day . . . □



Patrons of the Phoenix Public Library's Special Needs Center use, from left, a Kurzweil Reading Machine, a VersaBraille computer, and an Apple computer with Echo II synthetic speech.

MICROFORM TO LINK GENERATIONS

Since 1938, microform technology has figured in the success of one of the nation's foremost genealogical libraries

**by Dan Hogan,
Library Services Division,
The Church of Jesus Christ
of Latter-Day Saints**

BY EFFECTIVELY USING MICROFORM technology, the Genealogical Department of The Church of Jesus Christ of Latter-Day Saints has acquired an extensive collection of manuscript materials from archives and other repositories throughout the world. This collection, now more than 1.4 million rolls of microfilm, includes vital records, church registers, deeds, wills, censuses, and numerous other records having important genealogical information.

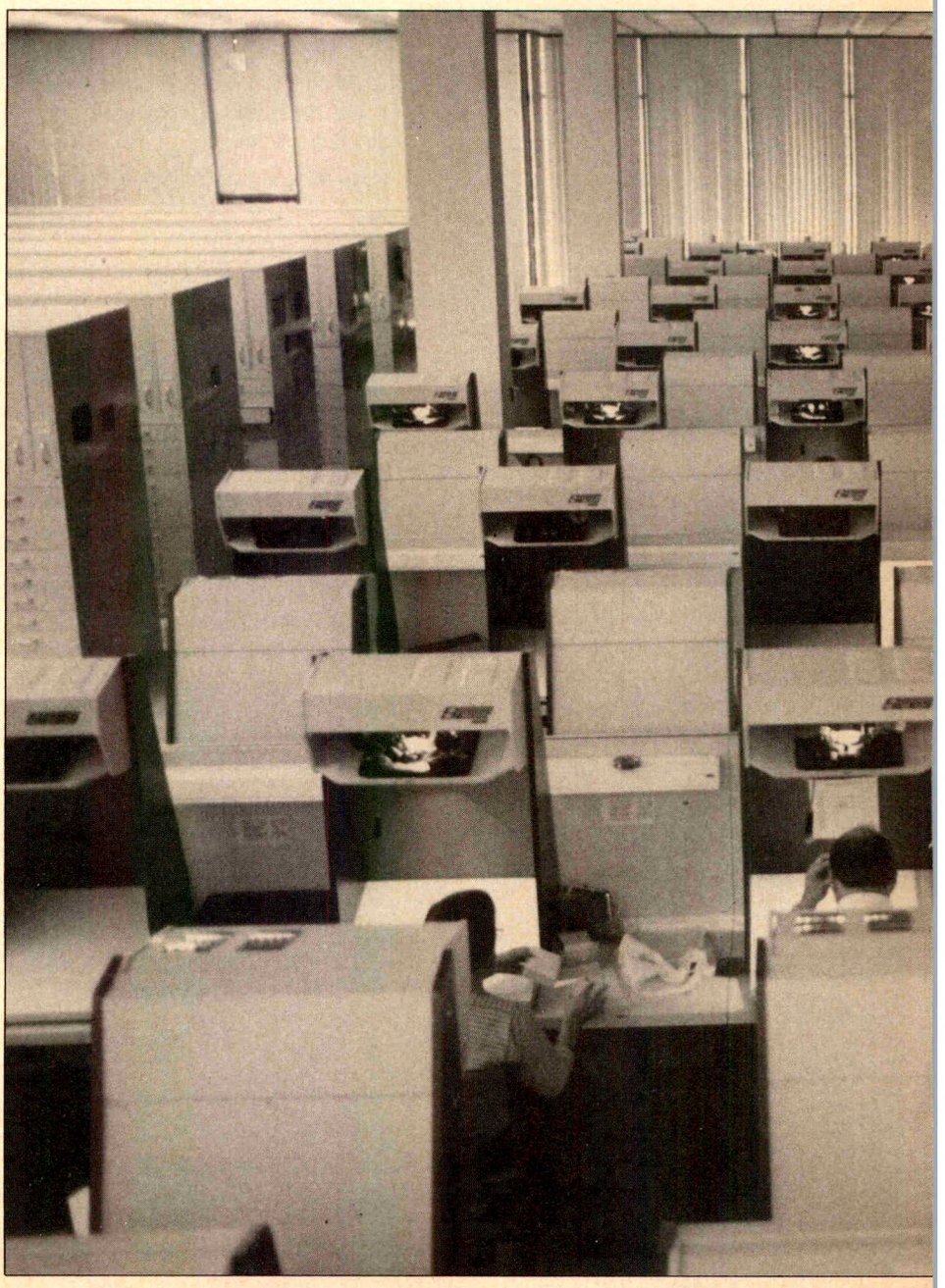
Why such commitment to microforms? Because of our religious conviction of the importance of families and searching out our ancestors, our goal is to provide patrons with the records they need to identify their forebears. Microforms have been the best solution for our collection development objectives. They are a means for making obscure and distant documents available, thus significantly reducing the need for correspondence in research while leaving the original records in the possession of their owners.

The combined use of micro*film* circulation and micro*fiche* collection development has allowed genealogical research to move forward at an unprecedented rate in our branch genealogical library system. Compact, duplicate microfilms can be easily circulated in the mail.

Last year, microfilms were circulated almost 260,000 times to more than 500 branch libraries. To reduce circulation time, we are now helping these branches develop substantial local collections using microfiche. Microfiche's extra compactness allows us to provide collection support for effective research in numerous, more accessible, small branch libraries rather than being limited to a few larger but more distant ones.

Thousands of archives, libraries, and other repositories have given the Genealogical Department permission to microfilm their documents. The owners benefit by having their records thus preserved. A master negative copy of each film is housed in our Granite Mountain Records Vault, where it can be maintained indefinitely at ideal temperatures and humidity. Copies of the films are usually made for the institution that owns the original documents, and replacement films are available at cost.

Unless copying restrictions have been made by the custodians of the original records, copies are also often made for use in the main library in Salt Lake City and for circulating to our branches. This use of



Hundreds of microfilm readers are available to patrons of the Genealogical Department,

duplicate films helps ensure preservation of the information and eliminates unnecessary handling of the master negative.

Filming began in 1938

Microfilm technology was in its infancy when we began filming vital records in 1938. To meet our needs, we adapted equipment made for the movie industry and developed one of the first friction-drive microfilm duplicators. We also worked with Kodak to establish tests and requirements for determining how to ensure archival-quality film preservation. Since then, we have kept abreast of technological advancements and incorporated them in our operation where feasible.

Using some commercially available parts and having a special lens made to meet our specifications, our micrographics division recently developed a 16mm microfilm camera that enables us to photograph three-and-a-half times more information on half as much film than possible with the standard 35mm camera. The new camera can be assembled or taken down in 15 minutes, and fits into two small suitcases. It allows for much greater variety in the size of documents that can be filmed with a single exposure, which is important when filming older manuscripts. When teamed with a 42X reader designed for us by Northwest Microfilm, Inc. (NMI), it produces an image as legible as that of a standard 35mm camera.

Church of Jesus Christ of Latter-Day Saints, Salt Lake City.

We also use computer output microform (COM) extensively. Though we are investigating the use of laser technology, COM remains the most economical medium for distributing automated data throughout our library system. Most branch libraries have COM copies of four major genealogical databases: 1) the International Genealogical Index, which contains vital information on about 88 million deceased individuals; 2) the Genealogical Library Catalog, which will provide complete bibliographic descriptions of all our holdings once the card catalog conversion is completed in 1986; 3) the Family Registry, which helps bring together people who are doing research on the same family lines; and 4) the Accelerated Indexing Systems database, which contains 37 million names indexed from numerous early American documents and censuses. Combined, these four databases are on 10,100 microfiche, yet can be stored easily on a small table top in a five-drawer fiche cabinet. This year we will distribute five million microfiche to branch libraries.

We have made extra efforts to ensure that patrons find our microforms easy to use. All of our microforms are readily available to patrons in open stacks. The main library has 532 film readers, 78 fiche readers, and 28 reader/printers. We frequently experiment with various makes of equipment to find those best suited to our patrons' needs. Presently, we acquire primarily NMI film and fiche readers and Minolta reader/printers.

We will likely see a much greater interface with computers as technology improves. Already we can integrate computer technology to enhance the images that we film and to store, retrieve, and transmit selected image data.

* * *

Ideally, we would like a database that would contain all the vital genealogical information in our collection and could be accessed by patrons coming into the library. That database would also be open to our branch libraries through personal computers and modems. Such a database is not in the near future; but when it does materialize, it will likely be a partner to, and not a replacement for, our extensive microforms collection. In the Genealogical Library, microforms will be a means of linking generations for many years to come. □

UNIVERSITY WELCOMES DOWNLOADERS

Canada's York University encourages free community downloading of its online circulation system, with good results

by Mary Stevens, assistant director for library systems, York (Ont.) University

YORKLINE IS YORK UNIVERSITY'S VERsion of the "Community Access Module" (CAM) of Geac's online circulation system. CAM was first developed by Gene Damon at the University of Waterloo to provide information about the library's holdings to users beyond the confines of the library.

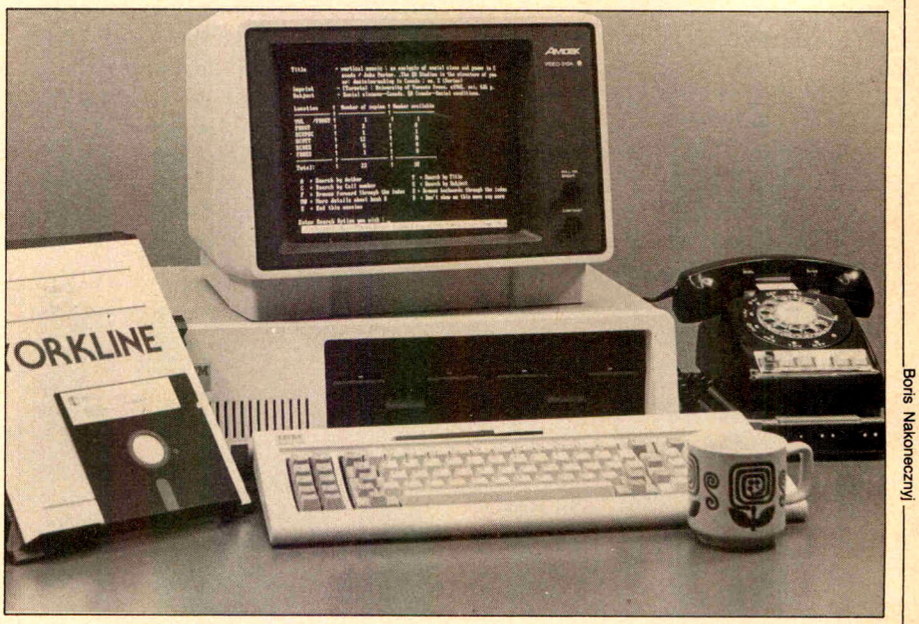
Since January 1984, YORKLINE has made it possible for anyone with a terminal or a personal computer with modem and communications software to dial into the Geac circulation system database for information about the collections in York's five libraries on two campuses.

YORKLINE is a menu-driven system that provides access by author, title, subject, and call number. Brief browsable records may be expanded to a fuller form. The full display shows the call number and up to three lines each of authors, titles, imprints, and subject headings, followed by a grid indicating the number of copies at each location, the number currently available, and the location of reserve copies. A note showing locations and holdings for serials is a local modification.

York's present configuration of one 1200-baud and two 300-baud telephone lines will be expanded according to demand. The time limit on a terminal session, now set at 30 minutes, can also be manipulated to accommodate demand. YORKLINE normally operates 24 hours a day, but on Saturday night the bibliographic indexes are rebuilt. The facility is used at all hours of the day and night, weekends and holidays, providing access when the online system is down and the libraries are closed. There is no charge for the service.

Imaginative users

YORKLINE's users find novel ways to exploit the facility. More and more of them dial in from microcomputers equipped with modems and communication software, rather than from "dumb" terminals. These users take advantage of disk storage and the general-purpose nature of microcomputers to download bibliographic data for later manipulation off-line by word processing or database management software.



Boris Nakoneczny

A cup of coffee, a PC, and . . . . The well-equipped searcher need only add communications software and a modem to access YORKLINE.

Instructors use YORKLINE to produce reading lists. Faculty and students use it to produce bibliographies. One downloader exulted: "I'll never have to write down another call number!" A professor used his lap computer to produce a list of books on his subject to take along on a one-year appointment in China. A computing services staff member downloads selected items into a dBase II database. As microcomputers and word processing software become more available, librarians will make increasing use of the facility to produce a quick reading list or bibliography.

Use of the system is by no means confined to the York University community. It is used by other libraries for interlibrary loan and cataloging, by faculty and students of other universities, and by individuals in business and government. Many are first-time users of computer communications.

YORKLINE has had unanticipated benefits for the libraries. One librarian takes a portable terminal to antiquarian bookstores to check out the libraries' holdings before she buys. System staff use the dial-up facility to test the waters after making changes that could affect bibliographic files in the main system.

Response time on YORKLINE is fast, even at the busiest hours. The service runs in background mode in a small partition of internal memory, and has no adverse effect on the response time of the circulation system. Because users bear the cost of terminals, the cost to the libraries is minimal.

Virtually any configuration of terminal or of microcomputer, modem, and communications software, may be used with YORKLINE. It may be accessed effectively, for example, with an IBM-PC class personal computer, Hayes SmartModem, and the low-cost, user-supported communications software, PC-TALK.

A one-page handout provides basic information on how to use YORKLINE—telephone numbers, baud rates, and terminal settings—and refers potential users to a 15-page booklet illustrating a terminal session. The booklet displays screens as they would appear to a YORKLINE user and offers further explanation. It was produced by "capturing" a terminal session to disk on a personal computer and editing the file with word processing software.

Future plans include working with York's Computer Services staff to make YORKLINE accessible from public terminals throughout the university. YORKLINE's function will no doubt be replaced one day by dial-up access to an online catalog. □

THE IDEAL PRESERVATION BUILDING

At one great research library, new technologies help house and preserve the heritage of centuries

by Bonnie Jo Cullison, Preservation Librarian, The Newberry Library

LARGE-SCALE PRESERVATION OF THE Newberry Library's treasures has taken the form of a 10-story bookstack building, windowless, of double-shell construction, and with computer-monitored environmental, security, and fire-detection systems, and a highly efficient air-filtration system.

The optimum conditions for preserving library materials are not the same as those for human comfort. Therefore, the library chose to separate its book storage areas from the reading areas and support functions. This allows us to maintain a storage environment that will reduce the rate of deterioration for all library materials.

Paul Banks, Conservator of the Newberry Library in 1964–1981, established the environmental standards for the bookstack building, which was completed in 1982. A system was designed to maintain the temperature at 60° ±5°F and the relative humidity (RH) at 50%, with a diurnal fluctuation of no more than ±3% and a seasonal allowable fluctuation of ±6%. The Microtext Masters Storage Room is kept at 35% RH.

These conditions are monitored and controlled by a Johnson Controls JC/85/40 building automation system. Electronic sensing devices located on each level of the bookstack building and in the Microtext Masters Storage Room signal Field Processing Units. These, in turn, report the temperature and RH to the Central Processing Unit (CPU) in the Building Control Systems Room. There, a CRT and printer make it possible to "call up" this information as well as the status of all the individual components of the heating, ventilating, and air-conditioning system at any time.

At periodic intervals, a printout on the status of any of the field data points is run off. Presently the CPU produces a Trend Log for both temperature and RH, storing readings taken at two-hour intervals and printing them out in a specified format every 24 hours. Although the Trend Log has eliminated the need for manually rotating hygrothermographs throughout the bookstack areas, the Conservation staff still uses a Bendix psychrometer regularly to ascertain the accuracy of the thermostats and humidistats. It has been found that the humidistats need frequent recalibration.

High- and low-level limits for all the temperature and RH points have been programmed into the system. If these are exceeded, an alarm is activated at the CRT and, when the library is closed, on a pager worn by the security personnel on duty 24 hours a day. This alarm will sound until it has been acknowledged at the CRT, thus ensuring that the condition is responded to by a trained staff member. A printout of the alarm condition is produced simultaneously.

Clearing the air

Banks' standards for air quality specified that levels of sulphur dioxide and oxides of nitrogen should not exceed 10 micrograms per cubic meter (m^3) and that the ozone level should be no more than 2 micrograms/m^3. To achieve this quality of air in a city like Chicago, we use a three-stage filtration system: an initial particle filter; a second-stage chemisorbant filter (Purafil) of pelletized activated alumina impregnated with potassium permanganate, capable of absorbing, adsorbing, and chemically oxidizing gases; and a final, high efficiency (90–95 percent) particle filter.

The performance of this filtration system will soon be monitored on a continuing basis by Meloy nitrogen oxides and sulfur analyzers. This equipment will sample outside air and air from a stack level to determine the effectiveness of the Purafil. The analyzers will also be tied into the JC/85/40 to signal alarms and provide permanent records.

Although the fire-detection system is not part of the JC/85/40 (it is a stand-alone system with its own auxiliary power source), it is interfaced with the computer to interlock with HVAC functions. If a fire alarm sounds, for example, the computer will automatically shut down the supply-fan units.

The bookstack building has no fire-suppression system (with one exception), relying instead on a high concentration of ionization smoke detectors. The exception is the Special Collections Vault, which has a Halon system, a chemical combustion suppressant. This arrangement eliminates the need for water in the bookstack building.

In fact, there is no vertical penetration between stack levels at all. The levels are self-contained "boxes" stacked one on top of another. The building is attached to the original library by a service link. All plumbing and electrical risers and the elevators are located in this service link.

* * *

Being able to prolong the useful life of library materials by maintaining a stable environment is terrific; but the current environmental conditions are actually a compromise. If economic and user constraints could be eliminated, it would be ideal to literally freeze most of the library's materials—theoretically extending their lives indefinitely. However, this would require "decompression" time and facilities, so that items could be brought gradually into equilibrium with the reading room environments. Also to be considered is the attrition rate of shelvers and pages working under those "ideal" conditions! □

INITIATOR: BJC TIME INTERVAL: 120

COL	SYS	LEVELI	LEVELII	LEVELIII	ENG
01	H	STCK STACK BLDG	RM TEMP & HUMID	1 B LVL TEMP	DEGF
03	H	STCK STACK BLDG	RM TEMP & HUMID	5 1 LVL TEMP	DEGF
05	H	STCK STACK BLDG	RM TEMP & HUMID	9 2 LVL TEMP	DEGF
07	H	STCK STACK BLDG	RM TEMP & HUMID	13 3 LVL TEMP	DEGF
09	H	STCK STACK BLDG	RM TEMP & HUMID	17 4 LVL TEMP	DEGF
11	H	STCK STACK BLDG	RM TEMP & HUMID	21 4A LVL TEMP	DEGF
02	H	STCK STACK BLDG	RM TEMP & HUMID	3 BA LVL TEMP	DEGF
04	H	STCK STACK BLDG	RM TEMP & HUMID	7 1A LVL TEMP	DEGF
06	H	STCK STACK BLDG	RM TEMP & HUMID	11 2A LVL TEMP	DEGF
08	H	STCK STACK BLDG	RM TEMP & HUMID	15 3A LVL TEMP	DEGF
10	H	STCK STACK BLDG	RM TEMP & HUMID	19 4 VAULT TEM	DEGF
12	H	STCK STACK BLDG	RM TEMP & HUMID	23 4A MICRO TEM	DEGF

TL	TIME	1 DEGF	2 DEGF	3 DEGF	4 DEGF	5 DEGF	6 DEGF	7 DEGF	8 DEGF	9 DEGF	10 DEGF	11 DEGF	12 DEGF
1	18:08	63.2	62.2	63.7	61.1	62.4	63.7	63.5	63.8	63.8	64.8	65.4 *I	65.7 *I
1	20:08	63.2	62.2	63.7	61.1	62.4	63.7	63.5	63.8	63.8	64.8	65.4 *I	65.7 *I
1	22:08	63.2	62.2	63.7	61.1	62.4	63.7	63.5	63.8	63.8	64.8	65.4 *I	65.7 *I
1	00:08	63.2	62.2	63.7	61.1	62.4	63.7	63.5	63.8	63.8	64.8	65.4 *I	65.7 *I
1	02:08	63.2	62.2	63.7	61.1	62.4	63.7	63.5	63.8	63.8	64.8	65.4 *I	65.7 *I
1	04:08	63.2	62.2	63.7	61.1	62.4	63.7	63.5	63.8	63.8	64.8	65.4 *I	65.7 *I
1	06:08	63.2	62.2	63.7	61.1	62.4	63.7	63.5	63.8	63.8	64.8	65.4 *I	65.7 *I
1	08:08	63.2	62.2	63.7	61.1	62.4	63.7	63.5	63.8	63.8	64.8	65.4 *I	65.7 *I
1	10:08	63.2	62.2	63.7	61.1	62.4	63.7	63.5	64.4	63.8	64.8	65.4 *I	65.7 *I
1	12:08	63.2	62.2	63.7	61.1	62.4	63.7	63.5	64.4	63.8	64.8	65.4 *I	65.7 *I
1	14:08	63.2	62.2	63.7	61.4	62.4	63.7	63.5	64.4	63.8	64.8	65.4 *I	66.3 *I
1	16:08	63.7	62.2	63.7	61.4	62.4	63.7	63.5	64.4	63.8	64.8	65.4 *I	66.3 *I

Trend log indicating temperature variations over a 24-hour period. The asterisks in the final two columns indicate that the temperatures in these locations have exceeded the programmed high-level limits.

PUBLIC-ACCESS MICROS

A little equipment can serve scores of walk-in patrons and a whole community of dial-in participants

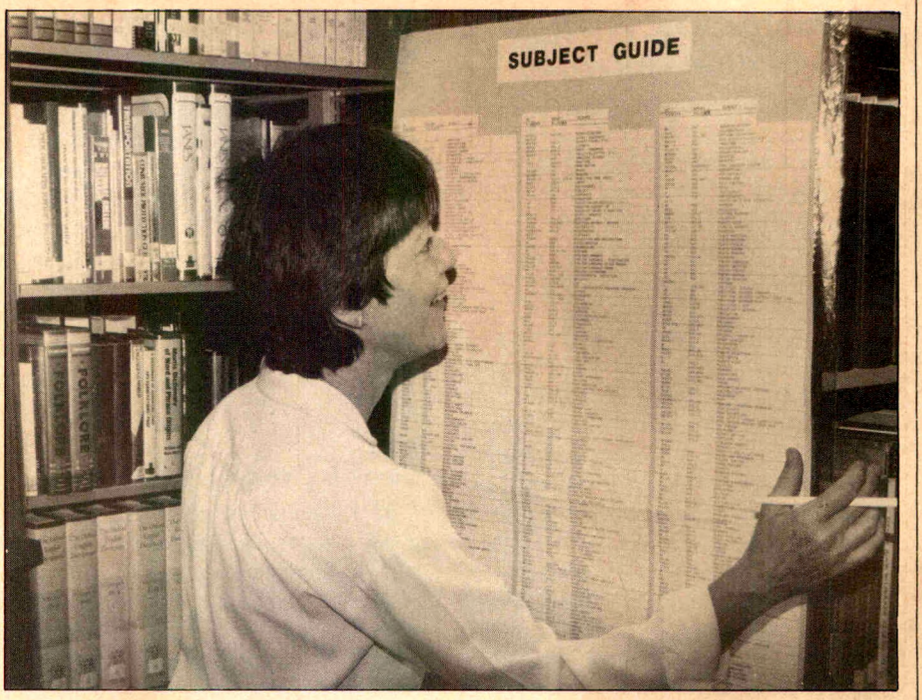
by Patrick R. Dewey, administrative librarian, Maywood (Ill.) Public Library

PUBLIC-ACCESS MICROCOMPUTERS are now seen everywhere. In Chicago, a three-year project at the North-Pulaski Branch Library—the Personal Computer Center—began in 1981 with funds from the Friends of CPL. It received national interest and has led to the establishment of similar Centers at a dozen other branch libraries.* The equipment was complete, but basic: one 64K Apple II+, two disk drives, one dot matrix Epson MX-70 printer, one 300 baud modem, and one BMC monitor—no 80-column card, and the monitor was not color. No matter how many times it was counted, it still came to only *one* microcomputer. The whole package cost just over $4,000. Just what could be done with so little?

Neither we nor anyone else knew the full range of public services this small machine would provide. We did know that success would depend less on the equipment than our own ingenuity. Our first goal was to make the hardware and several dozen diskettes of software available for public use—by appointment. The second was to be the first public library to operate an electronic bulletin board system (BBS). This we planned to make available during our night and weekend off-hours.

Soon the Apple was in use 24 hours a day, seven days a week, a track record that is still proudly maintained. Daytime use of the system has always been booked solidly ahead for up to a week. Off-hour use of the BBS has reached approximately 1,000 calls per month—clearly making it the most successful part of the whole effort. The BBS carries announcements of library activities, book and movie reviews, and contributed columns on pet health, food, and romance by three freelance writers. Public-domain software is put on the system to be downloaded by any home-computer owner, anywhere in the nation.

As time permitted and our expertise grew, we added other new services: a public-domain-software copy library; word-processing seminars; short courses in assembly and Basic programming; game days; computer reading clubs; and demonstrations to well over a hundred librarians. In between, we also managed to develop two extremely popular public tools: a subject-guide reference chart offering a quick, efficient way to find books (and which cut our simple reference questions almost in half); and a software collection wall chart for the benefit of patrons asking the perennial question, "What will it do?"



A much-loved product of the Apple micro at Chicago Public Library's North Pulaski Branch is this subject guide to books in the collection.

Only a little equipment was added: a clock card to enhance the BBS, and a fan to keep the equipment cooled during its 24-hour workday. But we never concentrated on hardware. We knew even before the boxes were opened that the project could be kept alive and exciting by the addition of new software. From only 20 diskettes in the beginning, the total has now reached 175.

We also engaged in a massive marketing campaign to ensure that the equipment served the entire community. That also meant having software that appealed to adults: for example, spreadsheets, word-processing packages, database-management systems, chess, and diet programs. To have only games means to have only kids, though the library has developed a good collection of software for preschoolers and older children.

* * *

The equipment has held up well. In the early days, we had the only Apple in town. I have often said that North-Pulaski—or any public-access site—should have two microcomputers: one for the public, and one for the staff. A color monitor, an 80-column card, and CP/M capability would also have been great—and should be added—but such frills would not, in and of themselves, make a project work. If anything, we have always needed more "humanware"—an extra staff member to help manage the single machine—even if just a page.

In three years, North-Pulaski has not stood still. It is doing more than any public library center I have visited or of which I have knowledge, even taking into account those that have amassed mountains of hardware. In short, lots of hardware is nice, but that will always be a rare condition, so make the most of what is in-hand. And in the end, that means going with your staff. Their excitement will pull you through. □

(Technology articles cont. on p. 721.)

*Dewey previously headed the North-Pulaski branch.

Next deadline: All ads received by November 5 will appear in the December LEADS.

Career LEADS

american libraries classified ads

beverly goldberg, ed.

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LATE JOB NOTICE

For December issue, call 312-944-6780 x326 BEGINNING NOV. 12. Listings taken BY PHONE AS SPACE PERMITS. 10 lines maximum (approximately 100 spaces per line). ALA institutional members receive 10% discount.

HD. LN. Resp. for complete oper. of a major art museum lib. containing 125,000 vols., 1,500 current titles, 260,000 slides, 100,000 photographs, & extensive microform & special visual resources holdings. Duties incl. acq., currently 4,500/yr., w/budget in excess of $150,000, bibliography, admin., persnl., provision of reader svcs. to museum staff as well as univ. faculty & grad. students in art history, museum mem., & the gen. pub. Oversees staff of 22--8 prof. & 14 clerical--as well as an RLIN-based tech. svcs. system, incl. coop. origination of SCIPIO, an RLIN special database of art auction catalogs. Rpts. to museum dir. Qual. incl. an ALA-MLS, BA min. in art history, extensive acq. work, incl. familiarity w/some of the appropriate lang. (e.g., Grmn., French, Ital., & Chinese or Japanese), 5 yrs.' admin. exp. in museum or univ. art lib., familiarity w/RLIN or comparable bibl. utility, & demon. commitment to special lib. svc. in an art museum environ. Sal. from $30,000, + ben. Send ltr. containing resume & ref. to: Evan H. Turner, The Cleveland Museum of Art, 11150 East Blvd., Cleveland, OH 44106. An equal-opportunity, affirmative-action employer.

DIR., PUB. LIB. SVCS.: Kansas City, KS. Pop. 170,000. Sal. range $35,500+ dep. on trng. & exp. Main lib., 2 branches, bkmbl., new suburban $4-million branch under construc., 1984/85 oper'g. budget $1.665 million. Reqs. ALA-accred. lib. sci. degree, 10 yrs.' prof. lib. exp., w/bkgrd. in bus. admin., supvsn., persnl., PR, & tech. proc'g. Resume & ref. to: O.L. Plucker, Superintendent of Schls., Pub. Lib. Bldg., 625 Minnesota Ave., Kansas City, KS 66101; 913-621-3073.

LIB. DIR. 4 branches & bkmbl. srvg. 18,000 in a rural area, HQ'd. in St. Marys, Kans. Master's degree in lib. sci. pref. or equiv. prof. exp. Sal. range $14,000-$16,000/yr. Submit res., offcl. transcript of grad. work, & 3 ltrs. of ref. to: Jane Elliott, Pres., Pottawatomie-Wabaunsee Reg'l. Lib. Bd. of Trustees, Rte. 1, Box 92, Olsburg, KS 66520.

CATLGR., the Cleveland Museum of Art Lib. Under the dir. of the hd. catlgr., catalog mat'ls. in all areas of art history for a major art museum lib. in a catalog dept. of 7 (3.5 prof., 3.5 clerical FTE) using AACR2 & RLIN. Qual.: ALA-MLS, MA art history or equiv. exp., appropriate foreign lang. (e.g., Grmn., Ital., French, Japanese, Chinese). Available immediately. Competitive salary from $16,000. Appl. w/names of 3 ref. to: J. P. Brown, Ln., The Cleveland Museum of Art, 11150 East Blvd., Cleveland, OH 44106.

DOC'TS. LN. Resp. for providing gen./in-depth ref.; dvpg. & main'tg. doc'ts. collec., incl. eval'g. & possible redefining of scope, structure, & procedures; dir. of clerical & prof. persnl. in duties related to doc'ts. ALA-accred. MLS req.; at least 2 yrs.' prof. ref. exp., incl. exp. w/gov't. doc'ts. & U.S. depository syst.; excellent pub. svc. attitude & people skills; strong org'l. abil.; flexibility. Salary $16,642-$19,623. Ltr. & resume to: Jim Fish, Dir., Springfield City Lib., 220 State St., Springfield, MA 01103.

CHLDRN.'S DIV. LN. Complete programming, selection for $11,500 budget, ref., dial-a-story, for dept. of over 20,000 bks. Help in adult ref. Desirable: exp. in plng. new chldrn.'s facility. Position available immediately. Closing date Nov. 30. ALA-accred. MLS, 3 yrs.' exp. Beginning salary $15,500. For further info., send ltr. of appl., resume, & recent ref. to: Hester H. Coward, Dir., Franklin-Johnson Co. Pub. Lib., Madison at Home Ave., Franklin, IN 46131.

LATE JOB NOTICES CONTINUED ON PAGE 706.

Attention: LEADS Advertisers

Now you can telecommunicate your ads to *American Libraries*. *Introducing LEADSAD*

You can now get your last-minute ads to *American Libraries* with a new online order form called LEADSAD, available on ALA's full-service database, ALANET. Using LEADSAD not only guarantees same-day delivery of your ads to our electronic mailbox (AL.LEADS), but offers you an up-to-the-minute rundown on the latest in LEADS services and rates. Acknowledgement is automatic, and you can even request an electronic carbon of your completed order!

And thanks to ALANET's flexibility, you can also contact us electronically by sending a memo directly to our AL.LEADS mailbox via the basic electronic mail system.

ALANET subscribers: You'll find our LEADSAD online order form in the ALANET Main Menu under either FORMS or SERVICE. Or simply type)REQUEST LEADSAD when you're at system level to begin your order.

If you're not already an ALANET subscriber: Contact Joel Lee at ALA Headquarters for further information.

LEADSAD: At Your Command

LATE JOB NOTICES CONTINUED FROM PAGE 705.

FINE ARTS LN./ASST. AGENCY HD. Resp. & flexible individual req. to support agency hd. in mgmt. of fine arts dept. Strong bkgrd. in fine arts subj. or AV expertise, commitment to outrch. svcs., prev. supvsy. & mgmt. exp., superior human relations & communication skills w/both pub. & staff, evidence of willingness to go the extra mile & negotiate multiple demands. Salary range of $17,304–$26,880. Competitive ben. incl. 22 days' vacation annually. Resume should be submitted by Nov. 16 to the: Persnl. Off., Salt Lake City Pub. Lib., 209 E. 5th S., Salt Lake City, UT 84111. An equal-opportunity, affirmative-action employer.

ASST. SUPVSR./BRANCH LN. Assist in supvsg. staff & branch oper.; providing ref. & rdrs.' advisory; assist in dvpg. & implementing programs for adults/young adults; share resp. for collec. dvpt. & display. ALA-accred. MLS req.; at least 2 yrs.' prof. lib. exp. in pub. svc., incl. ref.; proven pub. svc. commitment; collec. dvpt. exp. Salary $17,513–$20,668. Ltr. & resume to: Jim Fish, Dir., Springfield City Lib., 220 State St., Springfield, MA 01103.

DIR., Southern Ore. State Col. Lib. Admins. all lib. svcs., incl. media ctr. & lib. sci. dept. Resp. for budgeting, policy dvpt., persnl. mgmt., & long-range plng. Directs prof. staff of 9 & support staff of 16. Req.: MLS from ALA-accred. inst. & a doctorate; candidates w/2nd master's degree will be considered. 10 yrs.' prof. exp. w/min. of 5 yrs.' progressively more resp. admin. exp. in a 4-yr. col. or univ. lib. Demon. abil. in implementing autom. lib. syst. des. Appt. at rank of professor w/3-yr., fixed-term, renewable contract. Sal. range: $41,000–$46,500. Appl. deadline: Dec. 31. Complete position descrp. avail. upon req. Send ltr. of appl. & summary vita incl. names of 5 ref. w/ph. nos. & adds. to: Ch., Srch. Committee for Lib. Dir., c/o the Lib., Southern Ore. State Col., Ashland, OR 97520.

REG'L. LN. Supervises pub. svcs. in main lib. & a small branch. Systemwide resp. for interlib. loan & ref. svcs. Reqs. ALA-accred. MLS & 2 yrs.' exp. Hiring range $16,128–$17,784. Available Jan. 1, 1985. Apply to: Garland Strother, Dir., Saint Charles Parish Lib., POB 975, Luling, LA 70070.

HUMANITIES REF. LN., SUBJ. SPECIALIST FOR ENGLISH & AMERICAN LITERATURE. Duties incl. ref. svcs., online literature searching (DIALOG), orientation & instruction, faculty liaison, shared collection dvpt. Evening & weekend hrs. req. Qual.: ALA-accred. MLS, w/undergrad. or grad. degree in the humanities, preferably English or American literature. Strong communication skills. Exp. &/or coursework in Black Studies desirable. Training &/or exp. w/DIALOG or similar system. 3 yrs.' exp. or equivalent. Faculty status, instructor or assistant professor rank. Salary from $15,901.40. 9-mo. appointment w/possibility of summer work. Resume, transcripts, 3 ltrs. of ref. by Dec. 1 to: Shirley M. Johnson, Chair, Lib. Search Committee, Clarion Univ. of Pennsylvania, Clarion, PA 16214. An EEO, AA employer. Minorities are encouraged to apply.

LIB. DIR. City of Paris (Tex.) is accepting appl. for lib. dir. to Nov. 30. Req. MLS & exp. in small city lib. Sal. range $18,044–$22,334 w/excellent fringe ben. incl. annual/sick leave, health/life insurance, holidays, retirement, & others. Send resume to: Persnl. Dept., POB 1037, Paris, TX 75460.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Educational Notices: Line-by-line or display format. For price schedule, see Rates for Advertisement box in **Datebook.**

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: $5/line. ALA institutional members receive 20% off ($4/line).

Display: Boxes, larger type, prominent format. $50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Box numbers: *AL* will provide box numbers on request for employers wishing to run blind ads. Surcharge is $10. For Positions Wanted, box numbers are free-of-charge.

To reply to box numbers, write: Box (number), c/o *American Libraries,* 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number **within 2 weeks of placement of advertising.** Later receipt will result in incomplete billing.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Ads placed and subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Ads by Phone

The following applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

1) Telephoned copy will be accepted **only at the discretion of the LEADS editor,** depending on time available.
2) **A surcharge** of $5 total for line-by-line and $10 total for displays will be charged for all accepted telephone ads.
3) All accepted telephone ads **must be followed by written confirmation, including full text of the ad,** within two weeks.

Late Job Notices

As space permits, Late Jobs are taken after the general copy deadline has passed. **By phone only, beginning 10th of the month.** $10/line. ALA institutional members 10% off. See complete instructions in section.

Consumer Classies

Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) $5/line; **multiple insertion discounts on total cost:** 2–5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

Address

Place all notices with Beverly Goldberg, LEADS, *American Libraries,* 50 E. Huron St., Chicago. IL 60611; (312) 944-6780 x326.

JOBLINES

AMERICAN SOCIETY FOR INFORMATION SCIENCE Jobline: (202) 659-1737. To list a position, obtain a form from: ASIS Jobline, ASIS Hdqrtrs., 1010 16th St., NW, Washington, DC 20036 or phone (202) 659-3644.

ARIZONA Job Hotline: (602) 278-1327. To list a position, write Arizona Job Hotline, c/o Maricopa County Library, 3375 W. Durango, Phoenix, AZ 85009 or phone (602) 269-2535.

ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES Jobline: (312) 944-6795. To list a position, obtain jobline form from: ACRL Jobline, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: $30 ACRL members; $35 nonmembers.

BRITISH COLUMBIA Library Association Jobline: (604) 263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C., V6R 4G6 Canada.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Suite 300, Sacramento, CA 95814-3477 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

(CALIF.) SAN ANDREAS-SAN FRANCISCO BAY/Special Libraries Association: (415) 339-9541. To list a position: call Elaine Zacher at (415) 271-4357.

(CALIF.) SOUTHERN CALIFORNIA CHAPTER, Special Libraries Association: (818) 795-2145. To list a position: write Duane M. Helgeson, Millikan Library 1-32, California Institute of Technology, Pasadena, CA 91125 or phone (818) 356-6422.

COLORADO State Library Jobline: (303) 866-2210. To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 866-2175. **COLORADO LIBRARIES ONLY.**

CONNECTICUT Library Association Jobline: (203) 727-9675, 24 hrs., updated weekly. To list a position: write CLA Jobline, Connecticut State Library, 231 Capitol Ave., Hartford, CT 06106.

(D. C.) METROPOLITAN WASHINGTON Library Jobline: (202) 223-2272. To list a position: write Jobline, Metropolitan Washington Library Council, 1875 Eye Street NW, Suite 200, Washington, DC 20006 or phone (202) 223-6800, x458. There is a $30 listing fee for nonmembers.

DELAWARE Library Association Jobline: call the New Jersey and/or Pennsylvania Job Hotlines, which include Delaware job listings. Prospective employees should contact the employer directly. Delaware jobs are also listed on the New Jersey, Pennsylvania, and Maryland joblines.

FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, R.A. Gray Building, Tallahassee, FL 32301 or phone (904) 487-2651. **FLORIDA LIBRARIES ONLY.**

ILLINOIS Library Jobline: (312) 828-0930. To list a position: call (312) 644-1896 or write Library Jobline of Illinois, c/o Illinois Library Association, 425 N. Michigan Ave., Suite 1304, Chicago, IL 60611. Fee for listing position for 2 weeks is $20. Cosponsored by Illinois Library Association and Ill. Chapter/SLA.

IOWA Library Joblist (monthly): Carol Emerson, Editor, State Library of Iowa, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4350. **IOWA LIBRARIES ONLY.**

MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 10 am–2 pm.

MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. **MIDWEST LIBRARIES ONLY.**

MISSOURI Library Association Jobline: (314) 449-4627. Updated every 2 weeks. To list a position: write MLA Jobline, Parkade Plaza, Suite 9, Columbia, MO 65201. There is a $10 listing fee for nonmember libraries.

MOUNTAIN PLAINS Library Association Jobline: (605) 624-2511. To list a position, write: Mountain Plains L.A., c/o I. D. Weeks Library, University of South Dakota, Vermillion, SD 57069. *Includes Colorado, Kansas, Montana, Nebraska, Nevada, North and South Dakota, Utah, and Wyoming.*

NEBRASKA Job Hotline: (402) 471-2045. To list a position: write Nebraska Library Commission, 1420 P St., Lincoln, NE 68508. **REGIONAL EMPHASIS.**

NEW ENGLAND Library Jobline: (617) 738-3148. To list a position: write Dr. James M. Matarazzo, Assoc. Dean, GSLIS, Attn.: New England Library Jobline, Simmons College, 300 The Fenway, Boston, MA 02115.

NEW JERSEY Library Association: (609) 695-2121. To list a position, phone: (609) 292-6237.

NEW YORK Library Association Jobline: (212) 227-8483. To list a position: write NYLA, 15 Park Row, Suite 434, New York, NY 10038 or phone (212) 227-8032.

NEW YORK CHAPTER, Special Libraries Association: (212) 753-7247. To list a position: write Rhea Tabakin, Deloitte Haskins & Sells, 1114 Avenue of the Americas, New York, NY 10036 or phone (212) 790-0639.

NORTH CAROLINA Jobline: (919) 733-6410. To list a position, call: (919) 733-2570. **NORTH CAROLINA LIBRARIES ONLY.**

OKLAHOMA Department of Libraries Jobline: (405) 521-4202, 5 pm–8 am weekends and holidays, only. Updates on 1st and 15th of every month. To list a position, call: (405) 521-2502.

OREGON Library/Media Jobline: (503) 585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243. **NORTHWEST LISTINGS ONLY.**

PACIFIC NORTHWEST Library Association (PNLA) Jobline: (206) 543-2890. To list a position, write: PNLA Jobline, c/o Graduate School of Library and Information Science, FM-30, University of Washington, Seattle, WA 98195. **PACIFIC NORTHWEST LISTINGS ONLY.**

PENNSYLVANIA Cooperative Job Hotline: (717) 234-4646. To list a position (members and nonmembers): (717) 233-3113.

PUBLIC Library Association Jobline: (312) 664-5627. To list a position, obtain jobline form from: PLA Jobline, PLA/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: $30 PLA members; $35 nonmembers.

RHODE ISLAND *RILA Bulletin* Jobline (monthly). For copies, send self-addressed, stamped envelopes. To order or to list a position, contact S. Carlson, R.I. Dept. of State Library Services, 95 Davis St., Providence RI 02908. **SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.**

RURAL LIBRARIES Jobline (monthly). Center for the Study of Rural Librarianship, Clarion University of Pa., Clarion, Pa. Send $1 per copy. To order or to list a position, contact Michael Jaugstetter, College of Library Science, Clarion University of Pa., Clarion, PA 16214 or phone 814-226-2383.

(S. C.) UNIVERSITY OF SOUTH CAROLINA College of Library and Information Science Jobline: (803) 777-8443. To list a position, write: Admissions and Placement Coordinator, College of Library and Information Science, University of South Carolina, Columbia, SC 29208.

SPECIAL LIBRARIES ASSOCIATION SpecialLine Employment Clearinghouse Job Hotline: (212) 460-9716, 24 hrs., updated every second Friday. To list a position: write Ruth Rodriquez, Manager, Membership Records and Services, Special Libraries Association, 235 Park Ave. S., New York, NY 10003 or phone (212) 477-9520.

TEXAS State Library Jobline: (512) 475-0408. Listings can be heard continuously. Weekly updates. To list a position, write to Bell Colyer, or call (512) 475-4110, Monday–Friday, 8 am–5 pm. **TEXAS LISTINGS ONLY.**

VETERANS ADMINISTRATION Library Network: (202) 389-2820. 9 am–5 pm weekdays only. For printed job list: write Harry D. Weitkemper, Library Division (142D), VA Central Office, 810 Vermont Ave. NW, Washington, DC 20420; ATTN.: Vacancy List. Most listings are for medical librarian positions. **ONLY FOR THOSE ELIGIBLE FOR INCLUSION ON U.S. REGISTER OF PROFESSIONAL LIBRARIANS.**

VIRGINIA Library Jobline: (804) 355-0384. To list a position, write: the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. **STATE OF VIRGINIA LIBRARIES ONLY.**

WEST VIRGINIA library employment listings: call the Pennsylvania Cooperative Job Hotline.

POSITIONS WANTED

REFERENCE OR ACQUISITIONS POSITION WANTED. Environmental science, science, forestry background. BA—literature, MLS, 4 yrs.' reference experience in large public library plus 16 yrs. as head librarian at a small private college. Anywhere with less than 6 mos. of snow. Prefer West. Reply to: Theodore Mack, Keese Mill Rd., Paul Smiths, NY 12970; 518-327-6313.

ASSISTANT ACADEMIC DEAN (ALA-MLS) seeks return to library/LRC director position. Relocation no problem. David Drake, 520 Pine St., Ranger, TX 76470; 817-647-3234 (work); 817-647-1607 (home).

DIRECTOR, PUBLIC OR SMALL ACADEMIC LIBRARY. Currently in 20th year as head of 60,000-vol. library, 6 professionals, 9 support staff. AV services included; active at state and national association levels. Looking for position with a 10-to-15-yr. tenure. Available July 1, 1985. Reply: Box B-858-W.

POSITION WANTED: ARCHIVES, SPECIAL COLLECTIONS, MANUSCRIPTS, GENEALOGY, REFERENCE, RESEARCH LIBRARY. ALA-MLS, MS—American History, BS—History. Children's librarian/Archivist for regional library. 3 yrs.' reference. Internship at Truman Library. Experience in management, supervision, processing, cataloging, accessioning, circulation, selection, programming, AV, serials. Reply: Pat Kean, 2504 McLean, Falls City, NE 68355.

AUGUST 1984 GRADUATE (ALA-MLS) seeks entry-level position in public library. Coursework in cataloging (AACR2), reference, information systems, systems analysis, children's literature, young adult literature, library management, technical services. Familiar with OCLC. Southeast or Southwest preferred. Contact: Mike Coleman, 350 Price St., Oxford, MS 38655; 601-234-5935.

PACIFIC NORTHWEST ENTRY-LEVEL position wanted in a college or public library. Recent ALA-MALS graduate. BA Literature and Sociology. Trained in both technical services and reference skills. Have online searching and computer experience including CLSI. Several yrs.' public service work. Kindly reply to: Box B-860-W.

CATALOGER with international experience seeks position in research/special library. Martha Childers, Union Star, MO 64494; 816-593-2517.

POSITIONS OPEN

ACADEMIC LIBRARY

Assistant director for data processing. Reports to the associate director/director of libraries and carries out assignments in accordance with established priorities. Works approximately 60 percent of the time in Denver with the staff of Colorado Alliance of Research Libraries (CARL) developing and maintaining an online integrated system. Plans and develops additional data processing applications and office automation systems in CU libraries within the framework of CARL and campus administrative data processing office. Provides liaison and coordination with CARL and campus ADP office. Supervises one FTE staff member in the library data processing office and provides project services, programming, and advice concerning equipment and advances in technology. Required: ALA-accredited MLS degree; minimum of 5 yrs.' professional library/data processing and systems experience in designing, implementing, or operating library automated systems; demonstrated ability to write computer programs; supervisory experience; demonstrated ability to work with supervisors and staff in the application of data processing systems; familiarity with commercially available data processing applications; knowledge of ALGOL, PASCAL, or TAL programming languages. Desirable: knowledge of COBOL programming language; experience with microcomputer technology plus large data processing systems; additional data processing systems experience. Salary range: $25,000–$32,000 for 12 mos. with faculty rank and status. Perquisites include TIAA/CREF and usual vacation and sick leave benefits. Applicants should send resume plus names, addresses, and telephone numbers of 3 references by closing date. **Apply by Dec. 15** to: Leo W. Cabell, Chair, Search Committee, **University Libraries, University of Colorado at Boulder, Boulder, CO 80309.** The University of Colorado at Boulder is an equal-opportunity, affirmative-action, and Section 504 employer. Minorities and women are encouraged to apply.

Assistant engineering librarian. Search reopened. MLS (ALA-accredited). Minimum of 2

University Librarian
University of California, Davis

The University of California, Davis, invites applications and nominations for the position of university librarian. The Davis campus is a general campus consisting of 3 colleges (Letters and Science, Agricultural and Environmental Sciences, Engineering), 4 schools (Graduate School of Administration, Law, Medicine, Veterinary Medicine), and 3 divisions (Biological Sciences, Environmental Studies, Statistics), with an enrollment of 19,000 students. The university librarian is the chief administrative officer for the General Library system, including the General Library and its branch libraries in the health sciences, physical sciences, and agricultural economics, with aggregate holdings in excess of 1.7 million vols., a staff of 60 professional librarians and 220 support staff, and a budget of $10 million.

RESPONSIBILITIES: planning and establishing goals and priorities for development of collections in support of instruction and research; for physical facilities; and for the development of systematic approaches to library operations and application of computer and other technologies to library functions. Budgetary planning and allocation and management of resources. Recruiting and supervising professional and staff personnel; administering academic and staff personnel policies and the affirmative-action plan of the library. Developing policies and procedures for provision of services and administration of the General Library system. Serving as liaison officer with the Academic Senate, the administration, and other faculty and staff agencies within the university on library matters. Serving as a member of the Universitywide Library Council and of the Board of the Northern Regional Library Facility. The university librarian reports to the vice chancellor—academic affairs.

QUALIFICATIONS: a graduate degree in librarianship from an ALA-accredited institution or its equivalent. An advanced degree in an established discipline or demonstrated understanding of the responsibilities of a library system that meets the needs of those engaged in teaching, research, and scholarly activity in a university; substantial experience relevant to the design, development, and operation of a large academic/research library system; knowledge of current trends and application of library information technologies; superior interpersonal skills in providing leadership for a large professional and support staff and ability to interact with an academic community and its publics; demonstrated communication and verbal skills. Experience in planning for construction of facilities and in the area of labor relations in the context of collective bargaining is desirable but not essential.

SALARY: commensurate with qualifications and experience ($61,500–$75,000). Position will remain open until filled. **Send application or nominations with resume by Dec. 20** to: **Robert M. Cello, Vice Chancellor—Academic Affairs, University of California, 521 Mrak Hall, Davis, CA 95616.**

An equal-opportunity, affirmative-action employer

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yrs.' professional experience, preferably in an engineering or science/technology library. Desired qualifications: experience or interest in automated library procedures; some computer experience or education desirable. Interest in publications and public relations. Database searching experience helpful. Some supervision experience needed. Ability to formulate, administer, and implement user education and public relations programs utilizing various media. Experience in bibliographic instruction to large classes. Shares in management and operational responsibilities. Participates in planning and implementation of new services, procedures, and policies. Shares responsibility for database searching, reference, performs liaison work with faculty, trains and supervises support staff, and shares in collection development and bibliographic instructional responsibilities. Faculty status and responsibilities. Rank commensurate with education and experience. Promotion and tenure require meeting standards of excellence in librarianship, publishing, research, and service. 12-mo. appointment with annual vacation of 22 days. Group life, major medical, and disability insurance are in effect as are TIAA/CREF and Social Security. Salary: $18,000 and up depending upon qualifications. **Application deadline: Nov. 30.** Send resume and list of references to: Thomas L. Haworth, Personnel Officer, **Libraries, Stewart Center, Purdue University, West Lafayette, IN 47907.** An equal-opportunity, affirmative-action employer.

Assistant librarian. The affiliation of Simon's Rock Early College with Bard College involves the merging of library functions. A position is being offered which includes cataloging and acquisitions responsibilities. Duties: coordination and consolidation of acquisitions in relation to collection development. Knowledge of OCLC, AACR2, LCSH, and automation of library functions. Previous experience with technical services and supervision is preferred. Salary $12,000 per year. **Application deadline is Nov. 30.** Send resume and 3 references to: David C. Tipple, Head Librarian, **Bard College, Annandale-on-Hudson, NY 12504.** An affirmative-action, equal-opportunity employer.

Associate director. Responsible for planning and coordinating programs of public services division (3 departments in Main Library, Undergraduate, Music, and Agriculture-Veterinary Medicine libraries). There are 30 faculty and administrative staff, 75 support staff, plus student assistants in the division. Reports to the library director. Serves as a member of the Library Executive Committee which is the library's planning and policy-making unit. ALA-accredited MLS or equivalent required; 5 yrs.' administrative experience in a public services position; service-oriented philosophy; knowledge of reference and online services, bibliographic instruction, and collection development. Previous academic library experience and knowledge of library automation preferred. Salary: $34,000–$37,000. Tenure-track appointment at associate professor level. **Send letter, current resume, and names of 3 references by Dec. 15** to: Jill Keally, Personnel Librarian, **The University of Tennessee Library, Knoxville, TN 37996-1000.** UTK is an EEO, affirmative-action, Title IX, Section 504 employer.

Associate university librarian for services, University of California, Santa Barbara. Search reopened. Responsible for administering acquisitions, cataloging, circulation, government publications, reference, & serials departments, Arts & Sciences-Engineering libraries, & Map & Imagery Laboratory. AUL for services serves as member of administrative group, library's policy & planning team, & is closely involved in medium & long-range planning, resource allocation, personnel planning, & proposal formulation & review. Serves as acting university librarian in absence of UL. Applicants will be expected to have: graduate degree from ALA-accredited program; substantial library experience, preferably in large research library; demonstrated managerial ability in complex organization; understanding of library operations & procedures; familiarity with national trends in academic research librarianship; understanding of automation issues in research libraries; a commitment to consultative/participative managerial style; knowledge of personnel concerns/issues, preferably in collective bargaining setting; ability to work effectively & harmoniously with colleagues at all levels of campus & systemwide administration; commitment to excellence in providing library service to university community. Annual salary range is $36,300–$56,100. **Applicants should apply in writing, including resume & names of 3 references, by Jan. 15, 1985,** to: Margaret Deacon, Associate University Librarian, Personnel, **UCSB Library, Santa Barbara, CA 93106.** UCSB is an equal-opportunity, affirmative-action employer.

Authorities librarian/cataloger. Northwestern University Library. As head of the authorities unit, oversees operations and maintenance of the online union authority file which forms a part of Northwestern's automated system, NOTIS (Northwestern Online Total Integrated System). Supervises one paraprofessional plus student assistants. Oversees authority control, validation, input, and maintenance for the authority file; acts as trainer/liaison to participants in the union file and to other library staff; participates in the ongoing design and development of the authority control system and procedures. As a cataloger, generally not less than one-third, but not more than half-time, performs original and complicated copy cataloging of monographs using NOTIS, AACR2, DDC 19, and LCSH, for eventual inclusion in the RLIN database. May contribute headings to the LC Name Authority File via the Name Authority Cooperative (NACO). Qualifications: master's degree from an ALA-accredited institution. Minimum 2 yrs.' cataloging experience, preferably in a research library using an automated system, and including performance of authority work. Familiarity with the MARC bibliographic and authority formats. Working knowledge of one or more modern Western languages, preferably including German or a Romance language. Hiring range: $18,000–$21,000. Position available: Jan. 1985. **Applications received by Dec. 15 will be considered.** Send letter of application and resume, including names of 3 references, and have library school credentials, including transcripts, forwarded to: Lance Query, Director of Library Research, Analysis, and Personnel, **Northwestern University Library, Evanston, IL 60201.** Northwestern University is an AA, EEO employer.

Catalog librarian. Responsible for cataloging dept. for library servicing undergraduate liberal arts program, adult education, MBA, and graduate/professional School of Theology. Requirements: ALA-accredited degree, OCLC experience, supervisory skills, ability to initiate and manage retrospective conversion project. To begin January 1985 or earlier. Applications will be received until position is filled. Salary range $14,000–$18,000. Send letter and resume to: John T. Minor, Head Librarian, **Moravian College, Bethlehem, PA 18018.** EOE.

Catalog/reference librarian. Duties and responsibilities include cataloging nonbook materials, except serials; assisting at the reference desk; participating in the bibliographic instruction program; and assisting in planning for automation. Minimum qualifications: ALA-accredited MLS and 3 yrs.' experience cataloging monographs and nonbook materials; knowledge of AACR2, LC classification and subject headings, and MARC format required; experience in planning for an online catalog and automated circulation system highly desirable. Annual salary rate $23,000+ depending upon qualifications. Available Jan. 3, 1985. **Send resume, letter of application, and 3 references by Dec. 7** to: **Personnel Office, Okaloosa-Walton Junior College, 100 College Blvd., Niceville, FL 32578.**

Catalog systems librarian/cataloger, central technical services. (Search reopened—this position was previously announced as APP. 80). Available: immediately. Provides strong support in the planning, coordination, and implementation of automated projects. Responsible for clarifying and documenting procedures in relation to GEAC, RLIN, and OCLC. Prepares training materials and conducts train-

ing sessions relating to the automated systems as needed. Provides original cataloging of monographic materials in English and foreign languages for humanities, social science, or science and technology. MLS required. 2 yrs.' cataloging experience in an academic library. Demonstrated written and oral communication abilities. Knowledge of programming principles and analytic skills and ability to work effectively with groups. 2 yrs.' minimum experience in automated library systems. $23,507 minimum, dependent upon experience and qualifications. Faculty status, calendar-yr. appointment, TIAA/CREF, life/health insurance, 22 days' vacation. **Submit resume and 3 sources for current references by Nov. 15** to: Shirley W. Bolles (APP. 85), **Alexander Library, Rutgers University, New Brunswick, NJ 08903.** An equal-opportunity, affirmative-action employer.

Chair of information services. Reporting to the dean of libraries and learning resources, is responsible for managing one of 2 major depts. within Jerome (Main) Library. The chair participates in librarywide management divisions and has administrative responsibility for areas of reference service, online services, collection development, library user education, and serials dept. Chair supervises 10 professional and 5 support staff. Will have collection development, departmental liaison, and user education responsibility in one or more subject areas. Qualifications: ALA-accredited MLS required, + 5 yrs.' public service experience, 2 of which have involved supervision/administrative duties. Advanced subject degree in social science area preferred. Successful candidate will have demonstrated leadership skills and active commitment to all phases of public service activity. Librarians at BGSU have faculty status and must meet usual promotion and tenure requirements. Salary for 12-mo. appointment is $30,000 – $37,000 depending on qualifications and experience. Tenure-track at associate professor level preferred. State retirement plan. Position available July 1, 1985. **Send resume by Dec. 10** to: William Miller, **Dean's Office, Jerome Library, Bowling Green State University, Bowling Green, OH 43403.** EO, AA employer.

Circulation librarian (permanent position). Responsibilities include training and supervision of student assistants, in-house automated circulation system, and bibliographic instruction. Shares reference work, book selection, and evening and weekend duty. Participates in other appropriate professional activities. Qualifications: ALA-accredited MLS, with 2 or more yrs.' relevant post-MLS professional experience. Working knowledge of OCLC and knowledge and interest in library computer applications desirable. $14,000 – $19,000; rank and salary commensurate with qualifications. **Send letter of application and resume with names of 3 references by Nov. 30** to: Chair, Library Search Committee, **State University Agricultural & Technical College, Canton, NY 13617.** EO, AA employer.

Collection development coordinator for the sciences at Arizona State University, where collection development is performed by librarian-subject specialists under the general guidance of collection coordinators for the humanities, social sciences, and sciences, who report to the associate university librarian for collection development. The total library staff includes 57 professionals, including 7 science subject specialists, and 108 classified staff. 55 new positions have been added to the libraries in the past 5 yrs., and the book budget has grown to $3.1 million. Required qualifications: ALA-accredited MLS; post-MLS experience in an academic or research library, including a minimum of 3 yrs. in collection development; broad science background (preferably with emphasis in engineering or the physical sciences); knowledge of the domestic and foreign book trade, including blanket and approval plans; knowledge of national and international issues and trends in collection development and the book trade; demonstrated communication and interpersonal skills. Preferred: experience in analysis of library collections and needs; working knowledge of one or more modern foreign languages. Salary: $18,000 – $30,000, depending on qualifications. **To ensure consideration, applications should be received by Dec. 31, when review will begin.** Recruitment will remain open until the position is filled. Send letter of application and resume which addresses all qualifications and the names, addresses, and telephone numbers of 4 recent references to: Constance Corey, Assistant University Librarian, **Hayden Library, Arizona State University, Tempe, AZ 85287.** Copies of the position description and complete announcement of vacancy may be requested from the same person. ASU is a committed equal-opportunity, affirmative-action employer. Minorities are encouraged to apply.

NEW POSITION—DEADLINE EXTENDED

Director, Division of Technical Services
University of Louisville
(Associate Professor)

The University of Louisville Libraries invites applications and nominations. The university is a state-supported, urban institution of over 19,000 students. The city supports a wide range of cultural activities with particular emphasis on the performing arts. A major effort is underway to revitalize the downtown area. The libraries have been designated as a primary beneficiary of a $40 million fundraising campaign. The library system contains approximately 1 million vols. and consists of 6 libraries.

Director, Division of Technical Services: This position has administrative responsibility for acquisitions, cataloging, and serials, reports to the university librarian, and is a member of the Administrative Advisory Council. The division employs 10 professional librarians and 24 support staff and serves all libraries except Health Sciences. The library has an acquisitions budget in excess of $1 million, adds 30,000 vols. annually, belongs to SOLINET, and uses Data Phase ALIS II.

Responsibilities: The library system is presently experiencing significant change and progress in a number of areas. The director of the Division of Technical Services will provide strong leadership within this environment and will be expected to integrate organizational change with technological development. This position will be expected to take a substantial role in meeting the division's goals, which include the development of a centralized database and an online public catalog, and will direct the division's ongoing functions related to automation development. This person will plan and organize the programs and activities of the division and coordinate those activities with the collection development program, the Public Service Division, and other library units. The director will be a member of the university libraries faculty and will be expected to meet criteria for promotion, tenure, and award of merit.

Requirements: MLS from an ALA-accredited library school; a minimum of 6 yrs.' professional library experience in an academic or research library, at least 3 yrs. of such experience in an administrative position in technical services including the supervision of professional librarians; demonstrated knowledge and understanding of acquisitions, cataloging, and serials processes, OCLC (or other network cataloging system), and the application of computer systems to library processes; proven record of creative leadership, strong interpersonal and communication skills, and ability to plan, organize, and coordinate the work of a technical services unit; appreciation and understanding of the goals of scholarship and research in an academic setting and of the interaction between technical services and other library functions.

Benefits: Competitive.

Salary: $28,000 – $33,000.

Letter, vita, & names of 3 references received by Dec. 7 will be given first consideration. Apply to:

David Horvath, Chair
Search Committee for Director, Division of Technical Services
Ekstrom Library
University of Louisville
Louisville, KY 40292

An equal-opportunity, affirmative-action employer

Government documents librarian. Position to be filled by Jan. 17, 1985. Coordinates the overall operation of the U.S. Government Depository Collection. As a member of the reference department, the government documents librarian will assist users at a central reference desk and take part in library use instruction. Qualifications: the successful candidate will be service-oriented; able to work effectively with students, faculty, and the general public; and committed to promoting library services and collections to the academic community. ALA-accredited MLS required. Master's degree in a field related to government documents is desired and is expected for tenure. Government documents experience desired. Salary and benefits: starting salary $17,000 – $24,000 for 12-mo. appointment depending on experience and qualifications. Successful candidate will be eligible for tenure review. TIAA/CREF, Blue Cross—Blue Shield or HMO. **Send letter of application and resume by Dec. 15** to: Stephen K. Stoan, Head of Reference, **Box 68, Wichita State University, Wichita, KS 67208.** Finalists will be invited for an expense-paid interview. Wichita State University is an affirmative-action, equal-opportunity employer.

Government publications librarian. University of California, Irvine. Appointment at assistant librarian rank. Salary range $21,021 – $26,892 effective Jan. 1, 1985. Cost of benefits equal to approximately 40 percent of salary. Benefits include 24 vacation days and 12 sick leave days per yr., retirement plan coordinated with Social Security, reductions in incidental fees, and a variety of group life, medical, and dental insurance plans. Responsible for development and bibliographic control of U.S. collection, substantial reference service for all collections, database searching, bibliographic instruction, and policy and procedure development. Qualifications: MLS, knowledge of database searching and library instruction concepts and methods, strong commitment to effective public service and personal professional development, good oral and written communication skills, ability to work effectively with patrons and staff. Desirable: familiarity with government publications, and MA in social sciences. **Deadline for receipt of letters Jan. 1, 1985.** Send letter, resume, telephone numbers, and names/addresses of at least 3 references to: M. J. MacInnes, Personnel Director, **Main Library, University of California, Irvine, POB 19557, Irvine, CA 92713; 714-856-7115.** An affirmative-action, equal-opportunity employer.

Head, automated cataloging section, Monograph Cataloging Division. Under the direction of the head of the Monograph Cata-

logint Division, manages, directs, and coordinates monograph copy cataloging unit, one of 2 sections within the Monograph Cataloging Division. The section is responsible for searching newly acquired items on the OCLC database, cataloging with LC and OCLC member-contributed copy, and processing added copies and added volumes. Supervises 9 FTE classified staff. Recommends hiring and termination of, and trains and evaluates, section staff. Qualifications: master's degree from an ALA-accredited school of librarianship required. Minimum of 2 yrs.' post-MLS cataloging experience required, academic library experience preferred. Thorough knowledge of current and past cataloging rules and LC cataloging practice and classification required. Working knowledge of an automated cataloging system, preferably OCLC, required. Knowledge of at least one Western European language required. Salary: $23,000 minimum. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan. No state or local income tax. **Application deadline: 5:00 pm, Friday, Nov. 30.** Send letter of application, resume, names of 3 references, and salary requirements to: Charles E. Chamberlin, Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.**

Department Heads

Head, Reference Department

Provides leadership to 4 FTE librarians, 2.5 FTE support staff, and student assistants. Coordinates reference service, bibliographic instruction, database searching, and other information services. Salary depends on qualifications with the range beginning in the low $20s.

Head, Serials Department

Coordinates the activities of 4 support staff and is responsible for serials acquisitions, cataloging, check-in, invoices, union list, bindery, and duplicate exchange. Salary depends on qualifications with the range beginning in the high teens.

Requirements include an ALA-accredited degree; knowledge of current theory and practice of librarianship and experience in appropriate areas in academic and research libraries; skills in communicating orally and in writing, in analyzing problems, in generating creative solutions, in responsibly managing resources, and in working as a team member.

IIT, a private, medium-size, coeducational university, is expanding its library services and collections. Available space in the main university library will triple, and the collections and staff will double in the forseeable future. Planning is underway for an online catalog. We seek individuals who can tolerate ambiguity and respond to the challenge of helping to shape the services needed by students and faculty in our advanced technology curriculum and research center. IIT is a member of CRL and participates in OCLC and LCS.

Send a letter of application, resume, and 3 letters of reference as soon as possible to: **David Dowell, Illinois Institute of Technology, Chicago, IL 60616.**

Chief, Bibliographic Control Division

Columbia University Libraries

Search Reopened

The chief of the Bibliographic Control Division is responsible for managing cataloging production and maintenance activities for the majority of collections of the Columbia libraries (except East Asian vernacular, Health Sciences, and Law) and for coordinating bibliographic control policies systemwide. The incumbent will report directly to the director of the Technical Services Group and work closely with the Services and Resources Groups to ensure the effective development of bibliographic, reference, and support services to provide access to instructional and research resources, including continuing development of the online catalog. The staff of the division consists of 26 librarians, 36 supporting staff, and an FTE of 10 student assistants. The incumbent is a member of the libraries' senior staff Operations and Planning Council.

Requirements for the position: accredited MLS or equivalent relevant experience; demonstrated evidence of imagination, leadership, and managerial and analytical skills; broad knowledge of cataloging theory and practice; substantial knowledge of computer-assisted technical processing activities and systems; effective writing, speaking, and interpersonal skills; ability to work effectively in a complex, participative environment; knowledge and understanding of the process of scholarly communication in various disciplines. Candidates with 5 yrs.' relevant administrative experience will be sought, with special attention given to responsibility for cataloging activities. Salary ranges (through June 1984): Librarian II, $29,500–$35,350; Librarian III, $32,500–$47,125.

Deadline for applications is: Dec. 14. Applications, listing 3 references and salary requirements, or nominations should be submitted in writing to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.**

An equal-opportunity, affirmative-action employer

The University of South Dakota

Director, I. D. Weeks Library

The University of South Dakota invites applications and nominations for the position of director of library services. The director is the chief administrator of the I. D. Weeks Library including budget preparation, personnel management, policy development, collection building, facility planning, public relations, and resource sharing and networking. The director reports to the vice president for academic affairs.

QUALIFICATIONS: candidates must possess a master's degree in library science from an ALA-accredited school and a doctoral degree in a disciplinary area. The candidate should have held progressively more responsible administrative positions in an academic or research library and should be able to demonstrate knowledge of collection development, personnel management, budget planning, fundraising, automated systems, and library space planning and use. The candidate should have a record of appropriate scholarly and professional achievement and should be eligible for appointment as a full professor.

SALARY: open and competitive with a minimum of $35,000; 12-mo. contract, comprehensive benefit program.

DEADLINE FOR APPLICATIONS: **Dec. 1;** position to be filled as soon as possible thereafter.

Applications should include a letter indicating interest in the position, a current resume, and names, addresses, and telephone numbers of 3 references. At least one of the references should be able to evaluate the candidate's performance in his/her current position.

Send applications and nominations to: **John A. Day, Acting Vice President for Academic Affairs, The University of South Dakota, Vermillion, SD 57069.**

The University of South Dakota is an equal-opportunity, affirmative-action employer.

Head, catalog department, Central University Library, University of California, San Diego. Associate Librarian, $24,828–$35,748 or Librarian $33,372–$46,260. (Salaries to be increased by 3.8 percent effective Jan. 1, 1985.) The catalog department, which currently consists of 9 FTE librarians, 36.55 FTE library assistants, and 2.82 FTE students, provides original and copy cataloging for the departments in the Central University Library, the Science and Engineering Library, and the Cluster Undergraduate Library. The library is in the process of automating all of its technical processing operations using the Biblio-Techniques Library Information System (BLIS), and the department may undergo organizational changes in response to changes in workflow and procedures. This position directs and administers the operations of the Central University Library catalog department. Oversees formulation and implementation of departmental policy and workflow. Responsible for organizational and personnel planning, and for allocation and assignment of staff within the department. Represents the library within the UC system on matters relating to cataloging policy. Maintains awareness of national and UC systemwide issues regarding bibliographic control and automation of library catalogs, communicates these issues within the library, and contributes to the identification and resolution of these issues through appropriate professional activities. Qualifications: successful managerial and supervisory experience in a research or academic library; substantial knowledge of bibliographic control policies and processes as applied in research libraries; knowledge of issues and trends relating to the automation of library processing; demonstrated ability to work effectively with library public and technical services staff at all levels; and understanding of the scholarly use of library collections. MLS from an ALA-accredited library school. An appointee at the Librarian level is expected to bring to the position well-developed managerial skills and cataloging expertise. **Deadline for applications extended to Nov. 30.** Available Jan. 1, 1985. Submit a letter of application, enclosing a resume and a list of references, to: Jacqueline Coolmah, Personnel Librarian, **University of California, San Diego, Library, C-075-H3, La Jolla, CA 92093.** UCSD is an equal-opportunity, affirmative-action employer.

Head circulation librarian. Responsible for planning, policies, procedures, and supervision of department of 2 librarians and 12 staff, 5 of whom are in the adjunct reserve division. Reports to the library director; participates in library planning. Plans call for the current batch system to be integrated with a librarywide online system. The University of North Carolina at Greensboro is a doctoral-degree-granting institution with library holdings of approximately 1.5 million serving 10,000 students and 700 faculty. Requirements: ALA-accredited MLS; minimum 5 yrs.' experience, preferably in a medium-size academic library; supervisory experience in a comparable-size circulation department and expertise in the design and operation of a computerized circu-

lation system highly desirable; strong communication skills and ability to interact well with staff and campus community. Faculty status, tenure-track, 12-mo. appointment, liberal benefits. Salary $25,000–$30,000 range, dependent upon qualifications. Position now open. **Deadline for applications is Jan. 15, 1985.** Send application letter, resume, 3 current letters of recommendation, and library school transcript to: Marla Edelman, Chair, Search Committee, **Jackson Library, University of North Carolina at Greensboro, Greensboro, NC 27412-5201.** An affirmative-action, equal-opportunity employer.

Head librarian, Chiropractic College. Responsible for budget management, collection development, provision of overall direction for library services to faculty, students, and staff. Qualifications: ALA-accredited MLS, minimum 3 yrs.' professional library experience. Preference given to candidates with technical services background, supervisory experience. Salary dependent on education and experience (minimum $18,000). Faculty status, excellent fringe benefits. Applications accepted until position filled. Apply with full resume to: Leroy Moore, Vice President, **Sherman College of Straight Chiropractic, POB 1452, Spartanburg, SC 29304.**

Head of special collections department, Roland R. Renne Library, Montana State University. Montana State University seeks a creative and energetic person to head the special collections department, which houses books, manuscripts, photographs, and artifacts relating to the history of Montana, the Pacific Northwest, and Native Americans. The head of special collections is responsible for the organization and management of special collections and the university archives; provides access to and reference service in these collections for students, faculty, and other researchers; prepares grant proposals for special project funding; is active in the acquisition of additions to these collections; trains and supervises clerical and student staff; and is expected to participate in the library and university committees. The head of special collections reports to the assistant director for public services. Qualifications: MLS from an ALA-accredited institution required. Master's or PhD degree in history, history of science, Native American studies, or other related area of study desired and eventually required for promotion. 3 yrs.' training and experience in special collections work in an academic library (including processing, cataloging, and indexing special collections materials) required. Training and experience in archival organization and management and records management desired. Experience in computer applications in libraries desirable. Must demonstrate ability to work effectively with colleagues, administrators, patrons, and donors in an academic environment. Must demonstrate ability to communicate effectively, both orally and in writing. Appointment and salary: position available Feb. 1, 1985, or as soon as possible thereafter. Tenure-track, FY position at the assistant professor level, $22,000 minimum. Candidate must meet university requirements for promotion and tenure. Montana State University, the state's land-grant institution, is located in the Gallatin Valley of southwestern Montana 90 miles north of Yellowstone National Park. The university has an enrollment exceeding 11,000 in 47 undergraduate and 38 graduate fields with an emphasis on programs in science and technology. Renne Library, which houses special collections, holds a collection of 500,000 volumes with strengths in science, technology, and regional history. **Application procedures: applications must be postmarked or received no later than Nov. 30.** Send letter of application, resume, and 3 letters of recommendation which specifically address the qualifications for this position to: Special Collections Search Committee, **Dean's Office, Roland R. Renne Library, Montana State University, Bozeman, MT 59717-0022.** Montana State University is an affirmative-action, equal-opportunity employer and encourages applications from female, minority, and disabled persons.

Associate University Librarian for Technical Services
Arizona State University

The Arizona State University Libraries are seeking candidates for the position of associate university librarian for technical services. The successful candidate will report to university librarian Donald E. Riggs, be responsible for the leadership and management of all technical service units, and participate in overall library planning and policy formulation.

REQUIRED QUALIFICATIONS include the ALA-accredited MLS degree; successful administrative experience at the department-head level or above in technical services in a university library; a minimum of 7 yrs.' progressively responsible experience in an academic/research library; demonstrated organizational abilities and leadership qualities; demonstrated skills in written and oral communication, interpersonal relations, management, and planning; comprehensive working knowledge of the functions of technical services in a major research library; successful supervisory experience, including supervision of professional and classified staff; knowledge of current issues/trends in technical services, including automation and established standards; evidence of university service, research, and/or participation in professional associations. *PREFERRED EXPERIENCE:* as assistant/associate university librarian for technical services (or its equivalent); fiscal, personnel, and other administrative responsibility in 2 or more technical service areas; supervision of a large staff.

ARIZONA STATE UNIVERSITY AND ITS LIBRARIES: ASU's mission is to continue development as a major research university and to become competitive with the best public universities in the nation. Toward that end, the libraries have experienced dynamic growth during the past 5 yrs., adding 55 new positions and increasing the materials budget from $1.7 million to the current $3.1 million. A new science and engineering library was occupied in 1983, and the other libraries are being remodeled. The libraries are creating a total online integrated system using Tandem hardware and DataPhase software. The transition from a COM catalog to an online public-access catalog will be made in the near future, with acquisitions and serials subsystems to follow. A funding base has been established for an ongoing retrospective conversion project. Collections total 1.8 million vols. and 1.6 million microform units. Of the 243 FTE staff, 88 are employed in technical services. Membership is held in ARL, CRL, AMIGOS, and OCLC. The total budget is $7 million. ASU, with 40,000 students, is the nation's 6th-largest university and is located near Phoenix, the nation's 9th-largest city.

Salary: $40,000 minimum, depending on qualifications. TIAA/CREF and other alternatives to the state retirement plan; annual paid leave of 22 days' vacation, 12 days' sick leave, and 10 holidays; tuition remission for employee and family at all 3 Arizona universities. Librarians serve on university governance committees and are eligible for continuing employment status and sabbatical leave.

Applicants must include documentation or evidence of specific qualifications and short statements (no more than 2 pages each) concerning 1) their philosophy of technical service and 2) what new technical service programs they have implemented and are interested in implementing. A copy of the complete position description is available upon request. Recruitment will remain open until the position is filled. **To ensure consideration, applications should be received by Dec. 31,** when review will begin. Send letter of application, resume, supporting documents, and a list of 4 recent references to: **Constance Corey, Assistant University Librarian, Hayden Library, Arizona State University, Tempe, AZ 85287.**

ASU is a committed equal-opportunity, affirmative-action employer.
Minorities are encouraged to apply.

Head, processing control dept. (acquisitions/serials). Within an emerging technological environment, administers all monographic and serials ordering and receiving for academic and medical campuses (materials budget over $1.9 million). Direct dept. staff (13 full-time) and set dept. priorities. Additional responsibilities: liaison to the collection management division; implement automated acquisitions system (Data Phase ALIS II); coordinate selection and implementation of a new serials control system; develop comprehensive plans, policies, and procedures; implement approval plan; oversee routine departmental operation; select bibliographic vendors and be primary vendor liaison; conduct vendor performance studies; monitor materials expenditure; analyze statistical and budgetary data and compile reports; monitor workflow and adjust work load; hire and evaluate staff; coordinate staff training and development; participate in the division dept. head group, Division Advisory Committee, and the Library Administration Advisory Group. Position reports to the associate director for technical services and automation. Qualifications: the following are preferred: successful record in acquisitions of monographs and serials; experience in automated acquisitions or serials control system; supervisory experience; current knowledge of acquisitions practices for monographs and serials, and of the publishing trade and vendor sources; experience with managing large library materials budget; ability to analyze statistics and budget, particularly using automated methods; competence in setting priorities and preparing detailed reports within a deadline; ability to work well under pressure; excellent written and oral communication skills; ability to design and implement research studies; good interpersonal skills; record of professional achievement; evidence of managerial initiative and creativity; sensitivity to the concerns of a research library; aptitude and enthusiasm to work with administrative groups to develop effective solutions to problems. ALA-accredited MLS required. Environment: university library services serves 20,000 students on the academic and medical campuses. The Data Phase ALIS II system is used for circulation and will be used for acquisitions; plans for serials control and the online catalog are underway. There are over 8,000 active serials subscriptions. Approval plans are maintained with major vendors. Salary $24,000 minimum, depending on qualifications. **Deadline: Nov. 30 or until a suitable applicant is found.** Application: submit resume and 3 current references to: Arnold Hirshon, Associate Director for Technical Services and Automation, **Cabell Library, Virginia Commonwealth University, 901 Park Ave., Richmond, VA 23284.** VCU is an equal-opportunity, affirmative-action employer.

Latin American serials cataloger. Available: March 15, 1985. Salary range for assistant librarian: $14,162–$25,200; salary range for associate librarian (5 yrs.' professional experience): $17,139–$30,400. Initial appointments can be made up to the mid-range level depending on experience. Responsibilities: catalog serials originally or with copy in all subjects and languages for the Latin American collection. Upgrade serial records in the OCLC database with CONSER authorization. Participate in professional activities of the serials cataloging section and aid in general serials cataloging as needed. Qualifications: ALA-accredited MLS and knowledge of Spanish and one other modern European language required; Latin American area studies back-

Positions Open continued on p. 713.

DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

November

10: Annual Festival of Bks. for Young People, Ia. Mem'l. Union, Iowa City. Spons., U. Ia./SLIS. Theme, "Bks. Are for Sharing." Fee, $26.50. Info.: E. Bloesch, SLIS, U. Ia., 3087 Lib., Iowa City 52242 (319-353-3644).

10: *The Great Sci. Fair Migration* wkshp., Museum of Sci. & Industry, Chicago, Ill. Spons., Museum of Sci. & Industry in conj. w/Annual Chldrn.'s Sci. Bk. Fair Oct. 26 – Nov. 18. Ideas for lns. helping chldrn. dvp. sci. proj. Fee, $10. Info.: Kresge Lib., Museum of Sci. & Industry, 57th St. & Lake Shore Dr., 60637 (312-684-1414 x431).

11-14: Info. Industry Assn. annual conv., San Francisco, Calif. Theme, "New Actors, New Factors." Info.: Info. Industry Assn., 316 Pennsylvania Ave. SE, Suite 400, Washington, DC 20003 (202-544-1969).

11-14: *User-Svcs.* conf., Reno, Nev. Spons., Assn. for Computing Machinery/Special Interest Grp. for U. & Col. Computing Svcs. Info.: E. Jacobson, U. Nev. Syst. Computing Ctr., Computing Ctr. Bldg., Reno 89557-0023 (702-784-4342).

12-14: Amer. Cncl. on Ed.; Nat'l. Assn. of State Univs. & Land-Grant Colleges jt. mtg., Denver, Colo. Info.: ACE, One Dupont Circle, Washington, DC 20036 (202-833-4700).

13: *BRS Introductory Seminar for Beginning Srchrs.*, Ctrl. Ia. Reg'l. Lib. System, Des Moines. Spons., Bibl. Ctr. for Research. Fee, $40. Info.: P. Rees, State Lib. of Ia., State Historical Bldg., Des Moines 50319 (515-281-7507) or D. Coover, BCR, 1777 S. Bellaire, Suite G-150, Denver, CO 80222 (800-525-0190).

13: *Dvpg. a Local History Collec.* wkshp., Thompson Conf. Ctr., Austin, Tex. Spons., U. Tex./GSLIS. Fee, $45. Info.: M. Boggins, Dir., Placement & CE, GSLIS, EDB 564, UT-Austin, 78712-1276 (512-471-3821).

13: *Wkshp. on the Prsrvn. & Consrvn. of Lib. & Archival Mat'ls.*, U. Mo., Kansas City. Also on Nov. 15 at Memphis (Tenn.) State U. Libs. Spons., Midwest Coop. Consrvn. Prog. Info.: Prsrvn. Wkshp., c/o U. Mo., Kansas City, 5100 Rockhill Rd., 64110 (for Nov. 13 prog.); or Memphis State U. Libs., 38152 (for Nov. 15 prog.).

13, 20, 27: *Current Trends in Chldrn.'s Lit.—Ways of Using Bks. w/Chldrn. & New Ideas for Chldrn.'s Svc.* prog., St. Joseph's Hall, Col. of St. Catherine, St. Paul, Minn. Spons., Col. of St. Catherine. Fee, $15. Info.: C. McInerney, Col. of St. Catherine, 2004 Randolph Ave., 55105 (612-690-6819).

14: *Annual William A. Gillard Lecture: What Is a Ln./A Definition a Day Keeps the Charlatans Away!!*, de Andreis Gallery, St. John's U. Lib., Jamaica, N.Y. Spons., SJU. Jack Dalton, former dean of the Columbia U. lib. schl., to speak. Info.: M. Lowe, DLIS, SJU, Jamaica 11439 (718-990-6161 x6200).

14: *Stress Mgmt. for Supvsrs. & Mgrs.* prog., Gelman Lib., Washington, D.C. Spons., D.C. LA/Mgmt. Interest Grp. No fee. Info.: F. Millhouser, Westover Branch Lib., 1800 N. Lexington St., Arlington, VA 22205 (703-538-5070).

14-15: *BCR/DIALOG Introductory System* seminar, Ctrl. Ia. Reg'l. Lib. System, Des Moines. Spons., Bibl. Ctr. for Research. Fee, $125. Info.: see Nov. 13.

14-16: *Bus. Info. from Washington—Sources, Svcs., Statistics* seminar, The Embassy Row, Washington, D.C. Spons., Wash. Researchers, Ltd. Fee, $745; special rates available. *Enrollment limited.* Info.: Wash. Researchers, Ltd., 2612 P St. NW, 20007 (202-333-3499).

14-17: California Media & Lib. Educators Assn. annual conf., Hyatt Regency, Oakland. Info.: B. McDavid, Conf. Ch., c/o Mount Diablo Unified Schl. Dist., 2315 Collins Ave., Pinole 94564 (415-680-1092).

14-17: Medical LA/Mid-Atlantic Chap. annual mtg., Shoreham Hotel, Washington, D.C. Theme, "Transformations." Info.: M. Chatfield, Food & Drug Admin., Bureau of Foods HFF39, 200 C St. SW, Washington 20204 (202-485-0136).

15: *Automated Serials Cntrl.* wkshp., Philadelphia, Pa. Details: see ad, *AL*, Oct., p. 641.

15-16: *Computers* conf., San Diego, Calif. Spons., Calif. Ed'l. Computing Cnsrtm. Info.: H. Roach, Computer Svcs., Mt. San Antonio Col., 1100 N. Grand Ave., Walnut 94542.

15-16: *Mktg. Scholarly Pubs.* seminar, Golden Gateway Holiday Inn, San Francisco, Calif. Spons., Soc. for Scholarly Publshg. Info.: A. O'Leary, SSP, 2000 Florida Ave. NW, Washington, DC 20009 (202-328-3555).

15-16: *Trng. Individuals to Use Microcomputers* seminar, Pratt Manhattan Ctr., New York, N.Y. Spons., Pratt Inst./GSLIS. Fee, $150. Info.: R. Garoogian, Asst. Dean, GSLIS, Pratt Inst., Brooklyn 11205 (718-636-3702 or 3703).

15-17: Int'l. Reading Assn. reg'l. conf., St. Louis, Mo. Info.: IRA, POB 8139, Newark, DE 19711 (302-731-1600).

15-21: Nat'l. Cncl. of Tchrs. of English, Detroit (Mich.) Plaza Hotel. Info.: NCTE, 1111 Kenyon Rd., Urbana, IL 61801 (217-328-3870).

16: *CE Day IV: Alternative Delivery Systems for CE & Staff Dvpt.* prog., Earle Brown Ctr., U. Minn., St. Paul campus. Spons., Minn. Statewide Info./Media Ed. Committee (CLIME). Info.: P. Jarboe, MAPS, 475 Coffey Hall, U. Minn. Agricultural Ext. Svc., 55108 (612-376-7003).

16: *Computers, Comprehension, & Communication: Technol. for Tchg. Lib. Skills in Rdg./Lang. Arts* course, Div. of Lib. Dvpt. & Svcs., Md. State Dept. of Ed., Baltimore. Spons., MSDE/Div. of Lib. Dvpt. & Svcs. Info.: E. Williamson, DLDS, MSDE, 200 W. Baltimore St., 21201 (301-296-8500).

17: *Pub. Svc. TV Spots & PSAs* prog., Lowell Hall, U. Wis., Madison. Spons., UW-Madison/Ext. Communication Programs. .4 CEUs available. Fee, $28. Info.: Madison Area Programs, UW-Ext., 432 N. Lake St., 53706.

17: *Texas Sesquicentennial Oral History* wkshp., Corpus Christi. Also Dec. 8 in Marshall, Tex. Spons., Tex. Oral History Assn., et al. Info.: J. Jeffrey, Tex. Oral History Assn., CSB 401, Baylor U., Waco 76706 (817-755-3437).

18-20: Rhode Island LA annual conf., Sheraton Islander, Newport. Info.: T. Trinkaus, Ch., PR Committee, RILA, c/o West Warwick Pub. Lib., 1043 Main St., 02893 (401-828-3750).

19: *Health Care Plng. & Admin.: Info. Resources & Online Srchg.* course, Toronto, Ont. Spons., Med. LA; Ontario Hospital Assn. MLA CEUs available. Info.: M. Revicsky-Dolan, Ed'l. Svcs., Ontario Hospital Assn., 150 Ferrand Dr., Don Mills, Ont., M3C 1H6 Canada (416-429-2661, x594).

22: *Int'l. Chldrn.'s & Youth Bk. Exhibition*, Bavarian Staatsbibliothek, Munich, Germany. Info.: J. Garrett, Eng. Lang. Section, Int'l. Jugendbibliothek (Int'l. Youth Lib.), Schloss Blutenburg, D-8000 München 60, Germany (0-89-8-11-20-28).

23-25: *Private Cable Satellite Users (SMATV)* wkshp., Orlando, Fla. Spons., Burull Communications Grp. Fee, $400. Info.: SMATV-84, Burull Communications Grp., 2042 Spring Rd., Stoughton, WI 53589 (608-873-4903).

27-30: *Impact of Office Autom. on Facilities* seminar, Ann Arbor, Mich. Spons., Facility

COMING UP

ALA Midwinter
Washington, D.C. Jan. 5–10, 1985

National Library Week April 14–20, 1985

ALA Annual Conference
Chicago, Ill. July 6–11, 1985

IFLA General Conference
Chicago, Ill. Aug. 18–24, 1985

Continuing education at ALA Midwinter, Washington, D.C.

The Association of College and Research Libraries (ACRL) will be offering four courses Jan. 3 – 4, prior to the ALA Midwinter Conference in Washington, D.C.

They are: CE110—*Job Training: Developing Training Plans for Your Staff* (.7 CEUs; $95 ACRL mem./$135 nonmem.); CE112—*Improving Job Performance: Strategies for Supervisors* (.7 CEUs; $95 ACRL mem./$135 nonmem.); CE205—*Teaching How to Teach Science Reference Materials: A Workshop for Librarians Who Serve the Undergraduate* (1.1 CEUs; $140 ACRL mem./$200 nonmem.); and CE501—*Writing the Journal Article and Getting It Published* (.7 CEUs; $95 ACRL mem./$135 nonmem.). **The deadline for preregistration is December 15.**

For more information, contact: K. Bourdon, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x274).

Mgmt. Inst. Info.: J. Andrews, Facility Mgmt. Inst., 3971 Research Park Dr., Ann Arbor 48104 (313-994-0200).

28: *Computer Basics* prog., AMFAC Hotel, Minneapolis, Minn. Spons., Associated Mgmt. Inst., Inc. Fee, $195. Info.: Registrar, AMI, Inc., 1125 Missouri St., Fairfield, CA 94533 (800-556-7500).

28: *Newsltr.* wkshp., U. Wis., Waukesha. Also on Dec. 12 at The Wis. Ctr., Madison. Spons., UW-Ext. Communication Programs. .6 CEUs available. Fee, $65. Info.: M. Cook, Prog. Coord., UW-Ext. Communication Programs, Rm. 218, Lowell Hall, 610 Langdon St., Madison 53703 (608-262-4911).

28: *Wkshp. on Persnl. Policies*, Willimantic (Conn.) Lib. Svc. Ctr. Spons., Conn. Task Force on Due Process. Info.: J. Simpson, Exec. Secy., CLA, State Lib. Bldg., Rm. L216, 231 Capitol Ave., Hartford 06106 (203-278-6685).

29: *Electronic Mail Systems & Intercampus Computer Netwks.* seminar, Dallas/Fort Worth, Tex. Also on Dec. 11 in Los Angeles, Calif. Spons., EDUCOM. Info.: EDUCOM, POB 364, Princeton, NJ 08540 (609-734-1870 or 1915).

29-30: *Lib. Use Instruc.* wkshp., Eckerd Col., St. Petersburg, Fla. Spons., Cncl. on Lib. Resources; Eckerd Col. Info.: L. Hardesty, Dir. of Lib. Svcs., Eckerd Col., 33733 (813-867-1166).

29-30: *The Micro Course* seminar, Westin Bonaventure Hotel, Los Angeles, Calif. Spons., CLASS. Fee, $225. Info.: CLASS, 1415 Koll Circle, Suite 101, San Jose 95112 (408-289-1756).

29-30: *Wrtg. Procurement Doc'ts. for Lib. Autom.* seminar, Pratt Manhattan Ctr., New York, N.Y. Details: see Nov. 15–16.

December

1: *Ins & Outs of Info. Brokering* conf., New York, N.Y. Fee, $185. Info.: K. Ackerman, Ackerman & Warnken Seminars, POB 1707, East Lansing, MI 48823 (517-332-6818) or K. Warnken, Info. Alternative, 600 S. Dearborn St., Suite 1510, Chicago, IL 60605 (312-461-0890).

2-4: Ed'l. Media Assn. of New Jersey annual conf., Hyatt Regency Hotel, New Brunswick. Theme, "Today's Libs.: The Road to Excellence in Ed." Info.: S. Young, 8 Townsend Rd., Mendham 07945.

3-7: *EDUCATEC '84*, Porte de Versailles, Paris, France. Spons., Edit Expo Int'l. Theme, "Exhib. for Tchg. & Trng. Equipt., Mat'l., & Techniques." Info.: Kallman Assoc., 5 Maple Ct., Ridgewood, NJ 07450 (201-652-7070; Telex: 710-730-5380) or Edit Expo Int'l., 12, rue Léon Cogniet, 75017, Paris, France (1-622-61-30; Telex: 641 284 EDIXPO F).

4-6: *Scan-Tech '84*, Cincinnati (Ohio) Conv. Ctr. Spons., Automatic Identification Manufacturers; Mat'l. Handling Inst. Info.: B. Hakanson, AIM, 1326 Freeport Rd., Pittsburgh, PA 15238 (412-782-1624; TWX: 710-664-4202).

4-6: *Int'l. Online Info.* mtg., Novotel, London, England. Spons., Learned Info. (Europe) Ltd. Info.: J. Mulligan, Learned Info. (Europe) Ltd., Besselsleigh Rd., Abingdon, Oxford, OX13 6LG England (0865-730275; Telex: 837704).

4-7: *Info. Mgmt. Basics in a New Technol. Era* nat'l. conf., Hyatt Orlando, Fla. Spons., CAUSE. Info.: CAUSE, Dept. C, 737 29th St., Boulder, CO 80303 (303-449-4430).

5: *Technol. Fair: A Review of the Latest Dvpts.* course, Div. of Lib. Dvpt. & Svcs., Md. State Dept. of Ed., Baltimore. Spons., MSDE/Div. of Lib. Dvpt. & Svcs. Info.: D. Cunningham, DLDS, MSDE, 200 W. Baltimore St., 21201 (301-659-2123).

5-7: *Annual Videodisc & Optical Disk* conf., Washington (D.C.) Hilton Hotel. Spons., Meckler Communications. Info.: M. Roseman, Meckler Communications, 520 Riverside Ave., Westport, CT 06880 (203-226-6967).

6: *Microcomputer Appl. for Managing Schl. Lib. Media Programs* course, Div. of Lib. Dvpt. & Svcs., Md. State Dept. of Ed., Baltimore. Spons., MSDE/Div. of Lib. Dvpt. & Svcs. Info.: R. Baraloto, DLDS, MSDE, 200 W. Baltimore St., 21201 (301-659-2123).

7: *Computing in Higher Ed.: Personal Computer Netwks.* conf., Merrimack Col., North Andover, Mass. Spons., New England Reg'l. Computing Prog. Info.: NERCOMP, 439 Washington St., Braintree 02184 (617-848-6494).

7: *Getting Published* wkshp., New York, N.Y. Spons., Tchrs. Col. Press; Columbia U./Tchrs. Col. Info.: P. Fey, Off. of CE, Box 132, Tchrs. Col., Columbia U., 10027 (212-678-3064).

7: *Output Measures* wkshp., Lowell Hall, U. Wis., Madison. Spons., UW-Ext. Communication Programs. Fee, $80. *Regis. deadline Nov. 23.* Info.: UW-Ext. Communication Programs, Lowell Hall, 610 Langdon St., 53703 (608-262-4911).

7: *Wkshp. on Appraisal & Consrvn. of Records*, Amer. Antiquarian Soc., Worcester, Mass. Spons., N.E. Doc't. Consrvn. Ctr., et al. Info.: Records Wkshp., NEDCC, 24 School St., Andover 01810 (617-470-1010).

11: *Automated Technologies: The State-of-the-Art* seminar, Grad. Schl., U.S. Dept. of Agriculture, Washington, D.C. Spons., USDA/Grad. Schl. Info.: T. DeSilva, USDA (202-447-7124).

13: Arizona State LA; Arizona Ed'l. Media Assn. jt. annual conf., Phoenix Civic Plaza. Theme, "The Future Is Now . . . or Never." Info.: J. Murphy, Ch., Conf. Committee, c/o Mesa Pub. Lib., 64 E. First St., 85201 (602-834-2709).

13-15: California LA annual conf., Westin Bonaventure Hotel, Los Angeles. Info.: S. Moses, Exec. Dir., CLA, 717 K St., Suite 300, Sacramento 95814 (916-447-8541).

13-15: Int'l. Reading Assn. reg'l. conf., Baltimore, Md. Info.: see Nov. 15–17.

January

16-19: *Winter Inst. on Mgmt.*, Belleview Biltmore, Belleaire, Fla. Spons., Med. LA. Fee, $450 MLA mem.; $550 nonmem. *Enrollment limited.* Info.: Ed. Dept., MLA, 919 N. Michigan Ave., Suite 3208, Chicago, IL 60611 (312-266-2456).

ADVERTISEMENTS

RATES FOR ADVERTISEMENTS

Nonprofit organizations: **Line-by-line** format, $5/line; ALA institutional members, $4/line. **Display** format, $50/column inch; 20% discount to nonprofit ALA institutional members.

For-profit organizations: **Line-by-line** format, $7.50/line; **display** format, $75/column inch.

ANNOUNCING: LONDON LIBRARIES TOUR, March 2–16, 1985. $885; 2 hrs.' graduate credit $72.40 (in-state) or $145.90 (out-of-state). **Reservation deadline is Dec. 31.** Contact: **M. Meder, School of Library & Information Management, Emporia State University, Emporia, KS 66801; 316-343-1200, x203.**

CREATE YOUR FUTURE. Unique program to focus your mid-career development, continuing education directions, and professional networking. *ALA Midwinter special:* workshop to help you plan your own professional networking. Friday, Jan. 4, 1985, 1 pm–4 pm. Cost: $45. **Preregistration by December 21.** For more information, contact: Career Connections, POB 9331, Santa Fe, NM 87504; 505-983-9217.

BRITISH LIBRARIES AND LITERATURE STUDY TOUR

Aug. 10–25, 1985

Early registration advised. For details, contact: **A. Robert Rogers, Dean, School of Library Science, Kent State University, Kent, OH 44242; 216-672-2782** *or* **Frederic J. O'Hara, Palmer School of Library and Information Science, C. W. Post Center, Long Island University, Greenvale, NY 11548; 516-299-2866.**

Designing & Space Planning The Electronic Library

Dec. 5–6, 1984 • Los Angeles
Dec. 13–14, 1984 • New York City
Feb. 14–15, 1985 • Washington, D.C.
April 4–5, 1985 • New York City
Oct. 3–4, 1985 • San Francisco

Fee: $275

Authors: *Planning the Electronic Office* McGraw-Hill, 1983

AARON COHEN ASSOC.
RFD 1, Box 636, Teatown Rd.
Croton-on-Hudson, NY 10520
914-271-8170

Positions Open continued from p. 711.

ground preferred. Benefits: 12-mo., tenure-track appointment, with faculty status. 22 working days' vacation per yr., 8 holidays, and state retirement plan at no cost to the employee (optional retirement program also available including TIAA/CREF and 3 other options), Blue Cross–Blue Shield group plan. Course tuition waiver per semester. No local or state income tax. **Send complete resume with names of 5 references by Nov. 15** to: James H. Renz, Associate Director for Technical Services and Bibliographic Control, **University of Florida Libraries, Gainesville, FL 32611.** The University of Florida complies with Section 503, the Rehabilitation Act of 1973, and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974.

Berkeley
Head, Serials Department

Management of a large, complex department with 32 FTE plus student assistants, responsible for the annual processing of 40,000 titles. Liaison work with 21 branch units for which the department is a central receiving location is of particular importance. Implementation of online serials control will be a major activity.

Requires MLS degree from an accredited library school; demonstrated supervisory experience, preferably in a large research library; demonstrated organizational skills; previous work with serials processing and/or cataloging; familiarity with one or more European languages; good oral and written communication skills; an aptitude for training and instruction. Candidates with previous experience with automated systems and knowledge of MARC-S will be given special consideration.

Full job description mailed on request. Salary in the $33,372–$46,260 per annum range, depending on qualifications. Position available Feb. 1, 1985, or as soon thereafter as possible.

To apply, please send your resume, including the names and addresses of at least 3 professional references by Dec. 14 to:

William E. Wenz
Library Personnel Officer
Room 447 General Library
University of California
Berkeley, CA 94720

The University of California is an equal-opportunity, affirmative-action employer.

Islamica Librarian
University of California/Berkeley

Responsible for development and maintenance of Islamica collections in humanities, social sciences, and broad interdisciplinary areas. Provide specialized reference service to faculty and students in the use of Arabic, Persian, and Turkish materials and to a broader library clientele through service at the catalog information desk. Perform original cataloging of monographs in Arabic, Persian, and Turkish including descriptive cataloging. Some weekend work required.

Requires good knowledge of Arabic and working facility in either Persian or Turkish. Broad knowledge of Middle Eastern scholarship, book trade, and understanding of current development in research libraries and of systems of bibliographic organization and access. Graduate degree from accredited library school preferred. An appointee lacking such a degree will be expected to earn the MLS within 2–3 yrs. of appointment.

Full job description mailed on request. Salary in the $20,316–$46,260 per annum range depending on qualifications. Position available Feb. 1, 1985.

Send resume including the names of at least 3 professional references by Dec. 14 to:

William E. Wenz
Library Personnel Officer
Room 447 General Library
University of California
Berkeley, CA 94720

The University of California is an equal-opportunity, affirmative-action employer.

Librarian—head of cataloging, Jerome Library and coordinator of cataloging services, Bowling Green State University Libraries. Reporting to chair of access services, is responsible for supervising original cataloging, editing, catalog maintenance, and retrospective projects. Coordinates cataloging efforts and policies of main collection with those of Music Library, Center for Archival Collections, Firelands College, and other areas within libraries and learning resources. Supervises 3 faculty and 6 classified staff; sets priorities and determines workflow; has collection development responsibility in at least one subject area. Participates in planning for new integrated online system. Participates in library and university governance. All librarians at BGSU have full faculty status and must meet normal requirements for promotion and tenure. Qualifications: ALA-accredited MLS; familiarity with OCLC, AACR2, LC classification and subject headings; supervisory experience; and a minimum of 3 yrs.' cataloging experience are required. Preferred qualifications include 2nd master's degree; foreign language background; demonstrated administrative skills; flexibility; commitment to integration of cataloging activities into total online library system; professional commitment to librarianship. Salary for 12-mo. appointment is $23,000–$27,000 depending on experience and qualifications. Tenure-track at assistant or associate professor level, 24 days/yr. vacation, state retirement plan. Position available January 1985. **Send resume by Nov. 30** to: Joan Repp, Chair, Access Services, **Jerome Library, Bowling Green State University Libraries, Bowling Green, OH 43403.** EO, AA employer.

Librarian, science. Reporting to assistant dean of libraries, responsible for managing the Frank C. Ogg Science and Health Library of 170,000 volumes serving the hard sciences, health, and technology. Supervises one professional and 4 clerical staff; provides reference, instruction, online searching, and individual research guidance to faculty, graduate students, and undergraduates. Serves as collection development liaison with science departments. Qualifications: ALA-accredited MLS required, plus 2 yrs.' reference/collection development experience. Demonstrated familiarity with the bibliography and literature of science. Advanced subject degree in science area preferred. Commitment to active public service, instruction, and searching program required. Librarians at BGSU have faculty status and must meet usual promotion and tenure requirements. Salary for 12-mo. appointment is $21,000–$28,000 depending on experience and qualifications. Tenure-track, 24 days/yr. vacation, state retirement plan. Position available January 1985. **Send resume by Nov. 30** to: William Miller, Chair, Science Librarian Search Committee, **Dean's Office, Jerome Library, Bowling Green State University, Bowling Green, OH 43403.** Expanded position description available on request. EO, AA employer.

Library personnel officer: a staff officer with responsibility for coordinating libraries' personnel policies in the areas of recruitment, compensation, employee relations, and staff development; these services are provided for 271 employees including 63 professionals, 66 paraprofessionals, 44 clerical staff, and 93 FTE student assistants. The library personnel officer uses independent judgment in handling problems in all the above areas and works closely with department chairs and other employees to develop and apply internal personnel procedures. The personnel officer represents the university libraries in university work groups on personnel issues. Qualifications: a broad knowledge of all functional areas found in a large academic library; a clear understanding of individual jobs, job levels, and the interrelatedness of library functions; a knowledge of trends and developments in research librarianship nationally; ability to maintain effective working relationships with colleagues in the library and the university and the ability to communicate logically, clearly, and efficiently in oral and written form; and ability to be objective, equitable, confidential, and consistent in interpreting and applying university and library personnel policies and procedures and sufficient independence of thought and maturity to sustain the resultant decisions are required. MLS degree from an ALA-accredited library school is required. 3–5 yrs.' progressively responsible experience in a research library (including some supervision) strongly preferred. Rank and salary: appointment at associate librarian level, $17,139–$30,400; full librarian level, $20,385–$36,200. Initial appointment up to $30,000 depending upon experience. Benefits: 12-mo., tenure-track appointment with faculty status. Florida state retirement of TIAA/CREF, Blue Cross–Blue Shield group plan, 22 days' vacation per yr., no state or local income tax. **Send letter of application with complete resume and names and addresses of 3 references by Dec. 15** to: James H. Renz, Associate Director, **University of Florida Libraries, Gainesville, FL 32611.** The University of Florida complies with Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974. Preliminary interviews available at ALA Midwinter.

Media/reference librarian. Responsibilities: to manage a learning resources department within library; perform evaluation, selection, and in-house cataloging of AV materials as well as reference duties and bibliographic instruction; supervise a media technician. Qualifications: ALA-accredited MLS plus 2 yrs.' professional experience, preferably in media. Graduate degree in AV communication technology as well as experience in learning resource centers desirable. The successful candidate will be able to work effectively with students and faculty and will be committed to promoting library services and materials to the academic community. 12-mo. appointment. Salary range $14,000–$18,371. **Applications received by Nov. 30 will be considered.** Send application, resume, and names of 3 references to: Samuel Fustukjian, Campus Librarian, **Nelson Poynter Memorial Library, University of South Florida, St. Petersburg Campus, St. Petersburg, FL 33701.** An equal-opportunity, affirmative-action employer.

Reader services librarian at the John Hay Library, Brown University. Responsible for all aspects of reader services in special collections, the security of the reading room and the building, the development and implementation of policies for the use of all library materials by the public, the maintenance of and acquisition for the special collections reference collection, and the supervision of 2.5 support staff and 14 students. Reports to the head special collections librarian. Qualifications: MLS degree from an ALA-accredited library school; advanced study in the humanities; reading knowledge of classical and modern foreign languages; 2–3 yrs.' supervisory experience, as well as some professional reference experience in a rare book/special collections library; excellent verbal and written communications skills; familiarity with online library systems desirable. Appointment range: $18,894–$24,192, based upon experience. **Interested candidates should send letter of application, resume, and names of 3 references by Dec. 1** to: Gloria Hagberg, **Brown University Library, Providence, RI 02912.** An equal-opportunity, affirmative-action employer.

Reference/bibliographic instruction librarian. Under the general direction of the head, reference division, serves as reference/bibliographic instruction librarian, with primary responsibility for providing reference and information service in main research library (Suzzallo Library). Responsible for developing user education programs for Suzzallo Library public services. Qualifications: master's degree from an ALA-accredited school of librarianship required. A minimum of 3 yrs.' post-MLS professional public services experience in an academic library required, including substantial experience in bibliographic instruction, preferably with upper-level and graduate students. Good written and oral communication skills and ability to work effectively with individuals and groups required. Salary: $20,000 minimum. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan. No state or local income tax.

Application deadline: 5:00 pm, Friday, Nov. 30. Send letter of application, resume, names of 3 references, and salary requirements to: Charles E. Chamberlin, Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.**

Reference librarian (business), Dana Library/Newark campus. (Search reopened—this position was previously announced as APP. 81.) Available: Jan. 2, 1985. Provides reference services. Responsible for online database searching, bibliographic instruction, and collection development primarily in business, accounting, and economics. Liaison to assigned academic programs and departments. Research, publication, involvement in professional organizations. MLS required. MBA and undergraduate degree in one of the social sciences desirable. Business reference experience in an academic, research, or special library preferred. Experience in online database searching and microcomputers required. Experience in bibliographic instruction preferred. $19,810 and up depending upon experience and qualifications. Faculty status, calendar-yr. appointment, TIAA/CREF, life/health insurance, 22 days' vacation. **Submit resume and 3 sources for current references by Dec. 1** to: Shirley W. Bolles (APP. 87), **Alexander Library, Rutgers University, New Brunswick, NJ 08903.** An equal-opportunity, affirmative-action employer.

Reference librarian, Lawrence University. Competency in basic reference work and the ability and desire to provide leadership in bibliographic instruction are required. Candidates should be committed to the goals of undergraduate liberal education. An advanced degree in addition to the MLS is desirable. Salary in upper teens or lower $20s depending on qualifications. Position available Jan. 1, 1985. **Send letter of application, resume, and references by Dec. 10** to: Dennis Ribbens, University Librarian, **Lawrence University, Appleton, WI 54912.** An EOE.

Reference librarian—science, Camden Arts and Sciences Library. Available: immediately. General reference service in all subject areas with emphasis on science, particularly biology and nursing. Collection development and evaluation responsibility in the science areas. Some database searching and bibliographic instruction. MLS required. Background in the sciences highly desirable. 2 yrs.' academic reference experience including database searching preferred. $19,249 minimum, dependent upon background, experience, and credentials. Faculty status, calendar-yr. appointment, TIAA/CREF, life/health insurance, 22 days' vacation. **Submit resume and 3 sources for current references by Nov. 15** to: Shirley W. Bolles (APP. 84), **Alexander Library, Rutgers University, New Brunswick, NJ 08903.** An equal-opportunity, affirmative-action employer.

Reference librarian—science, Dana Library/Newark campus. Available: Feb. 15, 1985. Provides reference services. Responsible for online database searching, bibliographic instruction, and collection development primarily in the physical sciences. Research, publication, involvement in professional organizations. MLS required. Degree in one of the physical sciences preferred. Significant reference experience in an academic, research, or special library desirable. Experience with online database searching and microcomputers required. Experience in bibliographic instruction desirable. $19,810 and up dependent upon experience and qualifications. Faculty status, calendar-yr. appointment, TIAA/CREF, life/health insurance, 22 days' vacation. **Submit resume and 3 sources for current references by Jan. 11, 1985,** to: Shirley W. Bolles (APP. 86), **Alexander Library, Rutgers University, New Brunswick, NJ 08903.** An equal-opportunity, affirmative-action employer.

Reference librarian/social sciences. Instructor or assistant level. MLS from ALA-accredited library school required. Reference experience in academic library preferred together with general knowledge of social sciences. Responsibilities include: traditional and computer-aided reference functions, collection development, database searching, bibliographic instruction, and supervision of student assistants. Applicant must have strong and proven interpersonal skills with evidence of ability to work effectively with staff and public. Reference librarians share evening and weekend rotation. Salary $14,020–$25,200. **Send resume with 3 references by Nov. 30** to: William M. Lee, Assistant Director for Public Services, **John C. Pace Library, The University of West Florida, Pensacola, FL 32514.** An AA, EOE.

University of Illinois at Urbana-Champaign
Director of Departmental Library Services

A permanent position available Feb. 1, 1985. *Required qualifications:* master's degree from an ALA-accredited school or its equivalent; 8 yrs.' professional library experience, including more than 5 yrs.' experience in increasingly responsible public service positions in large academic or research libraries; research and publication record appropriate for appointment at rank of associate professor or professor; evidence of ability to work effectively with others. *Preferred qualifications:* experience with a departmental library or decentralized library system; experience in managing large budgets; experience with automated systems. Salary $42,000 upward, depending on appointment rank and experience. Complete job description mailed upon request.

Application and nomination deadline Dec. 1. Send complete resume with names and addresses of 5 references to: **Allen A. Dries, Library Personnel Manager, University of Illinois Library at Urbana-Champaign, 127 Library, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-8168.**

Affirmative-action, equal-opportunity employer

Gallaudet College Library
(2 Positions)

Public services librarian will be responsible for collection development, information services, bibliographic instruction, circulation, online searching, interlibrary loan, and the marketing of services to the college community. Supervises a staff of 8 and reports to the college librarian.

Minimum requirements: master's degree in library science from an ALA-accredited institution; supervisory experience and 2 yrs.' experience in reference work. Ability to use sign language or willingness to learn. Minimum salary: $27,991 plus excellent benefits.

Reference and publications librarian is responsible for developing specialized instructional workshops for graduate students and faculty; builds and maintains the reference collection, assists in marketing library services, coordinates library publications, coordinates the selection and evaluation of the periodicals collection, provides information services, and makes decisions on gift books.

Minimum requirements: master's degree in library science from an ALA-accredited institution. Minimum of 2 yrs.' experience in reference and experience in collection development. Excellent interpersonal skills and good English-language skills required. Ability to use sign language or willingness to learn. Minimum salary: $22,863 plus excellent benefits.

Application deadline: Dec. 1.

Send letter of application, resume, and the names of 3 references to:

Gallaudet College
Personnel Office
800 Florida Ave. NE
College Hall Bldg., Rm. 7
Washington, DC 20002

Equal-opportunity employer

Reference librarian—Undergraduate Library. Requirements: MLS (ALA-accredited). Minimum of 2 yrs.' professional academic library reference experience. Desired qualifications: experience with library instruction programs, including microcomputer applications and the use of other media; experience in supervising library support staff; experience with online searching and/or automated cataloging systems; experience in the selection of reference and other library materials. Excellent communications and interpersonal skills. Participate in overall mission of the Undergraduate Library and must meet Purdue University requirements for promotion and tenure (excellence in librarianship, publishing, research, and service). Supervise, train, and evaluate the work of 7 reference clerks. Serve as resource for staff. Participate in developing and presenting library instruction using a variety of techniques. Participate in collection development in reference and other subject areas. Serve as liaison with teaching faculty to promote effective use of available reference services. Reports to the undergraduate librarian. Faculty status and responsibilities. Rank commensurate with education and experience. 12-mo. appointment with annual vacation of 22 days. Group life, major medical, and disability insurance plans are in effect as are TIAA/CREF and Social Security. Salary: $18,000 and up, depending upon qualifications. **Application deadline: Dec. 31.** Send resume and list of references to: Thomas L. Haworth, Personnel Officer, **Libraries, Stewart Center, Purdue University, West Lafayette, IN 47907.** An equal-opportunity, affirmative-action employer.

Reference librarian with specialization in chemical sciences. University of California, Santa Barbara. Serves a student body of 16,000 and provides individual research guidance to graduate students, faculty, and research staff; teaches courses and selects materials in the chemical literature; prepares profiles and performs online searching. Requires MLS and degree in a chemical field. For appointment at assistant librarian level, salary range is $20,316–$25,992. **Send resume by Nov. 15** to: Margaret Deacon, Associate University Librarian—Personnel, **University of California, Santa Barbara, CA 93106.** UCSB is an affirmative-action, equal-opportunity employer.

Reference librarian with specialization in science. Provides general reference service with 11 full-time reference specialists. Specialist activities include extensive online database searching, bibliographic instruction, and collec-

Director of Libraries
State University of New York – College at Potsdam

Potsdam College, a selective liberal arts unit of the SUNY system, invites nominations and applications for the position of director of libraries. The director is the chief administrator of the main and music libraries, with a collection of 333,000 vols. and 1,600 current periodicals, and reports to the provost.

The college, enrolling 4,500 students, grants the BA and MA degrees, participates in a 4-college consortium, and is a selective depository for state and federal documents. The libraries utilize all OCLC subsystems and provide online computerized reference services. The director provides leadership and assumes responsibility, within a collegial structure, for planning, directing, and evaluating all library operations.

QUALIFICATIONS: MLS from ALA-accredited school; 5 yrs.' progressively more responsible experience in library administration; evidence of professional growth through scholarly activity; a strong liberal arts orientation; experience at a 4-yr. college; familiarity with current developments in college librarianship; working knowledge of library operations. An additional advanced degree is desirable. Prospective candidates should support an integrative approach to public and technical services; offer a record of accomplishment in attracting external funding; and demonstrate expertise in financial planning and management. Salary range: $35,000 – $45,000. Starting date: July 1, 1985, or negotiable.

The college is located in New York's beautiful North Country, close to Lake Placid and the Adirondacks, with easy access to Syracuse, Ottawa, and Montreal.

Applications should be accompanied by a vita and 3 letters of recommendation. **The committee will begin its deliberations on Dec. 10 and will continue until a suitable candidate is identified.**

Please send nominations or application to: **Kay Brown, Chair, Director of Libraries Search Committee, c/o Office of the Provost, State University College of Arts & Science, Potsdam, NY 13676.**

Women and minorities are encouraged to apply. An equal-opportunity, affirmative-action employer.

Reference Librarian
(2 Positions)

Provide general reference services, assist in collection development and other assigned professional responsibilities. Qualifications include ALA-accredited MLS, minimum of 2 full yrs.' reference exp. in computerized database searching, and bibliographic instruction with strong interpersonal and communication skills. 2 instructor, tenure-track positions (12-mo. yr.) available 1) Jan. 14, 1985, and 2) Feb. 18, 1985. Salary $24,718. **Send resume by Nov. 26** to:

Theresa M. Hadjopoulos
Affirmative-Action Ofcr. (Acting)
Nassau Community College
Garden City, NY 11530

An affirmative-action, equal-opportunity employer

tion development. Emphasis is with students and faculty in the chemistry, physics, mathematics, and geology departments. ALA-accredited MLS, or equivalent, required. Undergraduate major in a physical science, mathematics, or a natural science preferred. Advanced degree in one of these disciplines is desirable. Related reference experience and training in computer searching are desirable. Tenure-track position. 24 days' annual leave, tuition remission, usual benefits. Salary ranges, dependent upon qualifications: instructor, $16,000 – $18,000; assistant professor, $18,000 – $20,000. **Send letter of application, current resume, and the names, addresses, and telephone numbers of 3 recent references by Dec. 15** to: Jill Keally, Personnel Librarian, **The University of Tennessee Library, Knoxville, TN 37996-1000.** UTK is an EEO, affirmative-action, Title IX, Section 504 employer.

Slide curator, University of Oregon Library. Assistant professor or higher. Responsibilities: coordinates operation of the slide collection in the Architecture and Allied Arts Library, a circulating collection of more than 200,000 slides and 30,000 photographs which supports research and instruction in the arts. Assists with reference service and collection development in A&AA Library and coordinates cataloging and classifying of new photographic materials. Supervises one employee and student assistants. Qualifications: master's degree in library science, or appropriate professional training and/or experience in a visual resources collection. Prefer degree (preferably advanced) in art history or architectural history, reading knowledge of major Western European languages. Supervisory ability, analytical skills, strong oral and written skills essential. Knowledge of photographic processes and experience with microcomputers preferred. Salary: $13,750 at .8 FTE for 12-mo. appointment, plus benefits. **Submit letter of application, resume, and names of 4 references by Nov. 15** to: Thomas A. Stave, Personnel Librarian, **University of Oregon Library, Eugene, OR 97403-1299.** An AA, EO employer.

Systems librarian. Under direction of head of library systems has responsibilities involving analysis and design of library systems; programming, installation, and maintenance of library systems; and instruction in use of computer hardware and software. Requires ALA-accredited MLS; training in systems analysis and design; experience with computer hardware and software; effective communication and interpersonal skills; library or other instructional experience desirable; programming experience also desirable. Benefits: academic ranks, TIAA/CREF and other retirement options, excellent health care programs, 20 days' vacation. Expected salary range: $17,000 – $20,000. **By Dec. 15,** send letter of application, resume, and names and addresses of 3 references to: Ann F. Stone, Personnel Librarian, **Duke University, Durham, NC 27706.** Affirmative-action, equal-opportunity employer.

Technical services librarian. Oversees the cataloging and processing of materials received by library. Uses OCLC system with some original cataloging. Reports to library director, supervises 2 classified employees. Requirements: ALA-accredited graduate degree. Experience with OCLC, LC classification, AACR2 desirable but not essential. Texas A&M at Galveston is the marine/maritime branch of the Texas A&M University system. The TAMUG Library has 3 professional librarians and 6 classified staff. Salary range $16,500 – $19,500/yr. depending on qualifications and experience. **Send letter of application, resume, and names and addresses of at least 3 references by Dec. 1** to: Natalie Shipman, Library Director, **Texas A&M University at Galveston, POB 1675, Galveston, TX 77553.** Affirmative-action, equal-opportunity employer.

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2 reference positions. The University of Southern Maine, serving nearly 9,000 students on 2 campuses, seeks 1) a **reference librarian** with a business or social science specialization. Responsibilities: general reference and research assistance; bibliographic instruction; computerized ready-reference searching, and the educational and experiential backgrounds to either (a) provide liaison and other services to the School of Business, or (b) provide identical services to the departments of Social Welfare, Sociology, Psychology, Political Science, and Public Policy and Management. In either case, will prepare bibliographies, supervise student assistants, and may work some evening hrs. Required qualifications: ALA-accredited MLS; strong interpersonal skills; a demonstrated commitment to excellent patron service, and evidence of clear speaking and writing skills. Preferred qualifications: holding one of several relevant degrees and successful academic reference experience as a business or social sciences specialist. Desired qualifications: a graduate degree in business or social science. Position available immediately. Salary to $18,000 based on education and experience. 2) **Evening reference librarian** with generalist skills. Responsibilities: general reference and research assistance Sunday – Thursday on a 1:30 pm – 10:00 pm schedule; facility and staff supervision during evening hrs.; bibliographic instruction; computerized ready-reference searching; liaison with programs in area of major; preparing bibliographies and supervising students. Required qualifications: ALA-accredited MLS; strong interpersonal skills; a demonstrated commitment to excellent patron service; evidence of strong speaking and writing skills, and at least 2 yrs.' successful academic reference experience. Preferred qualifications: additional graduate degree. Position available Jan. 4, 1985. Salary to $18,600 based on education and experience. Both positions include TIAA/CREF, 20 days' vacation, full family health insurance, etc. Interviewees will be reimbursed. **Send letter of application, resume, and names of 3 references postmarked by Nov. 16** to: Sheila Johnson, Chair, Reference Librarians Search Committee, **University of Southern Maine Library, 96 Falmouth St., Portland, ME 04103.** USM is an equal-employment, affirmative-action employer.

FOREIGN LIBRARY

EDP positions. The National Library of New Zealand is seeking applications for various EDP positions within the New Zealand Bibliographic Network located in Wellington, New Zealand. NZBN is based on the Washington State Library system (WLN). Positions currently available include **applications manager, database administrator, systems analyst, programmer, systems programmer.** Of particular interest are those applicants currently employed in EDP positions within a library environment. Salary range NZD $14,000 – NZD28,000. Costs of transfer will be met subject to completion of a 3-yr. bond. Prospective applicants are urgently requested to register their interest, enclosing curriculum vitae, with the: Director, **New Zealand Bibliographic Network, National Library, Private Bag, Wellington, New Zealand.**

LIBRARY EDUCATION

Assistant professor of library science (tenure-track). Faculty position open Aug. 1985. Search reopened. Teaching area: bibliographic control. Appointee must have thorough understanding of modern library technology, and competence in one or more of the following fields in addition to cataloging and classification of library materials: classification theory, indexing, technical services, design of online catalogs. Qualifications: doctorate, completed or nearing completion, in library science or related field. Potential for research and professional work preferred. Responsibilities: usual teaching load of 2 courses each semester. Other duties include student advising, committee work, supervision of student field experiences, research, and publication. Salary: mini-

mum of $25,000. In addition, teaching 2 courses in summer term is possible for ⅙ of salary for academic year. Benefits include TIAA, hospitalization insurance. **Application: send letter of application, resume, and 3 letters of reference by Jan. 1, 1985**, to: Chair, Committee on Appointment, Promotion, and Tenure, **School of Library Science, Manning Hall 026A, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27514.** Minorities and women are especially encouraged to identify themselves voluntarily. The University of North Carolina is an equal-opportunity, affirmative-action employer.

Director, School of Library Science. Sam Houston State University seeks applications for the position of director of the School of Library Science. The position will be available no later than Aug. 1, 1985. The director is the chief academic and administrative officer of the school and reports to the vice president of academic affairs. Applicants or nominees should have distinguished scholarly records and experience appropriate for a tenure-track appointment to the school, a background in teaching, and demonstrated administrative ability. Salary range: $36,000 – $47,000; negotiable, dependent on qualifications and experience. **Applicants should send letters of application with vitae by Jan. 1, 1985**, to: Janelle Paris, Chair, Search and Screen Committee, **School of Library Science, POB 2236, Sam Houston State University, Huntsville, TX 77341; 409-294-1150.** EO, AAE.

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3 anticipated faculty positions: assistant professor rank or associate professor rank depending on qualifications for one of the positions. Positions available January 1985 or August 1986. Applications are desired from candidate with competence to teach in one of the following primary areas of responsibility: 1) information science, 2) public library services and library automation, and 3) school librarianship and educational media (including computer application). Other teaching areas dependent on candidate's interests and needs of the program, but competency to teach required core courses is desirable. Candidates will be preferred who hold an appropriate doctoral degree or are pursuing the doctorate, possess a background of successful professional involvement, and possess the interest and competence to engage in scholarship and publication. Previous library science teaching experience is desirable. Salary dependent upon qualifications with salary range of $18,000 – $21,000 for assistant professor and $20,000 – $25,000 for associate professor. **Applications will be received until Nov. 15,** or until the positions are filled. Send resume and references to: Chair, Search Committee, **School of Library Service, University of Southern Mississippi, Southern Station, Box 5146, Hattiesburg, MS 39406-5146.** USM is an EO, AAE.

MEDICAL LIBRARY

Biomedical librarian. Position to be filled by Jan. 17, 1985. Assists users directly at a central reference desk, takes part in library instruction and collection development programs, provides computer searches, and serves as liaison with the faculties of Biology and the College of Health Professions. Also serves as liaison with the Wichita Area Health Science Librarians Group. Qualifications: the successful candidate will be service-oriented, able to work effectively with both students and faculty, and committed to promoting library services and collections to the academic community. An ALA-accredited MLS is required. A 2nd graduate degree in a medical area, biology, or a related discipline is desired and is expected for tenure. Salary and benefits: starting salary $17,000 – $22,000 for 12-mo. appointment, depending on experience and qualifications. Successful candidate will be eligible for tenure review. TIAA/CREF, Blue Cross – Blue Shield or HMO. Finalists will be invited for an expense-paid interview. **Send letter of application and resume by Dec. 15** to: Stephen K. Stoan, Head of Reference, **Box 68, Wichita State University, Wichita, KS 67208.** Wichita State University is an affirmative-action, equal-opportunity employer.

Dept. head, learning resource centers. Responsible for the management of 5 learning resource centers within university library services, Virginia Commonwealth University. The LRCs serve both the academic and medical campuses and are located in Tompkins-McCaw and Cabell libraries, in the Medical College of Virginia Main Hospital, and in the schools of Medicine and Dentistry. The LRC collections are diverse and include primarily nonprint media in such areas as education, biology, chemistry, medicine, and the health sciences. Familiarity with the organization and instructional use of slides, videotapes, computer software, and sound recordings is highly desirable. The position reports to the associate director for public services and supervises 4 library assistants, 6 clerical positions, and student workers. Requirements: ALA-accredited MLS or master's in media/instructional technology, supervisory and management experience, good communications and interpersonal skills, and experience in working with nonprint media. Non-tenure-track, faculty status. Usual benefits including 24 days' annual leave and tuition exemption. Minimum salary $22,000. **Send letter of application with resume and names of 3 references by Dec. 10** to: Virginia M. Crowe, Chair, Search Committee, **Tompkins-McCaw Library, Box 582, MCV Station, Richmond, VA 23298.** An equal-opportunity, affirmative-action employer.

Medical library consortium coordinator, Billings, Mont. $22,400 plus benefits. **Deadline: Dec. 1.** Responsible for the coordination and promotion of health information services and all consortium activities in Billings and the surrounding counties. MLS; online searching experience (preferably with MEDLINE); 2 or more yrs.' related experience; knowledge of all areas of library service (ref., ILL, circ., tech. services, etc.) and specifically of medical library service; ability to coordinate the writing of project reports and/or grant applications; ability to work effectively with administrators, librarians, support staff, etc. Apply: **Parmly Billings Library/Health Sciences, 510 N. Broadway, Billings, MT 59101, 406-657-8292.**

MUSIC LIBRARY

Associate librarian II/music cataloger. Prepares original bibliographic records for music materials in accordance with AACR 2nd ed., LC classification and subject headings, and UMCP standards; works with music library staff in providing bibliographic access to these materials; provides original cataloging records for nonprint materials. Qualifications required: MLS from ALA-accredited program; knowledge of at least one modern European language, German preferred; one yr.'s minimum professional music cataloging experience, using LC classification and subject headings, AACR 2nd ed. for description; familiarity with MARC/OCLC tagging conventions; degree in music. Preferred: experience with nonprint cataloging. Salary: $19,071 minimum; excellent fringe benefits. **For full consideration, submit resume and names of 3 references by Nov. 30** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** AA, EOE.

FOREIGN LIBRARY

Republic of Singapore

Applications are invited from suitably qualified persons for appointment as

Director
Singapore-based Integrated Library Automation System (SILAS)

THE PERSON must have professional library qualifications; good experience in and knowledge of library automation, preferably in bibliographical control, systems development, and networking; effective written and oral communications skills; interpersonal, supervisory, and management skills.

THE JOB: The person selected will be in charge of the day-to-day operations of SILAS which will provide for a full cataloging service, an online inquiry service to libraries, and bibliographic utility products to participating members. He/she will work closely with the Singapore Computer Services Department in the operation of the computer system and will be responsible to the director, National Library.

THE SALARY AND OTHER BENEFITS: Approximately $36,339 U.S. (Singapore $77,766) per annum. Economy return air passages for employee, spouse, and 3 children under 10 yrs., baggage allowance, housing allowance, medical benefits, and superannuation benefits amounting to 25 percent of total salary inclusive of allowances. The employee's contribution to the Central Provident Fund is at 25 percent of the salary inclusive of the allowance.

GENERAL: The appointment will be on 3-yr. contract in the first instance.

Closing date: Nov. 20.

APPLICATION FORMS and further details may be obtained from the: **Singapore Embassy, 1824 R St. NW, Washington, DC 20009; 202-667-7555.**

NETWORK

Network librarian (search reopened). Michigan Library Consortium, a dynamic, statewide library network located in the state capital of Lansing, seeks a highly qualified, service-oriented individual with experience cataloging on OCLC to assume key network librarian staff position. Responsibilities: provide OCLC cataloging subsystem support (start-up and advanced training, documentation, telephone assistance) to 90+ member libraries. Qualifications: ALA-accredited MLS, 3 yrs.' cataloging experience (at least one of which must be OCLC), familiarity with other OCLC subsystems highly desirable. Starting salary: $15,500 – $21,500 depending on experience. Excellent benefits. Challenging, rewarding, team setting. **Application deadline: Nov. 30.** Send resume to: Susan Fayad, Head of OCLC Services, **Michigan Library Consortium, 6810 S. Cedar, Suite 8, Lansing, MI 48910.**

Network library liaison officer. Responsible for implementation and continuous training for OCLC systems. Thorough knowledge of OCLC system necessary. Requires extensive travel. Qualifications: MLS from accredited library school. 3 yrs.' progressively responsible pro-

fessional-level experience. Requires background in union listing, serials control; serials cataloging desirable. Familiarity with microcomputers helpful. Salary: minimum $20,000; negotiable. Liberal benefits package. **Send resume, 3 references with letter of application by Dec. 15** to: June Koelker, Associate Director, Library Services, **AMIGOS Bibliographic Council, Inc., 11300 N. Central Expressway, Suite 321, Dallas, TX 75243.** EEO.

OTHER

2 positions. 1) **Director, abstracting & indexing.** Solid opportunity for a person with proven experience in managing an abstracting and indexing production operation. We seek a skilled professional to reorganize our existing structure and introduce state-of-the-art computer-assisted A&I aid. Salary $50,000. Reasonable relocation expenses will be paid. 2) **Director of data processing.** Seeking a professional with a proven track record of successfully managing all aspects of data processing. An opportunity to implement modern DP techniques and practices, which include database management. Salary $45,000. Reasonable relocation expenses will be paid. Send resume, transcripts, and salary history to: **Box B-864-W.**

PUBLIC LIBRARY

Assistant city librarian. Assists the city librarian in the administration of a large metropolitan library system serving a population of 560,147 with a budget of $4 million. Appointee will assume full responsibility in absence of city librarian, write grant applications, conduct budgetary studies, interact with community, assist in implementation of new 10-yr. plan for growth and development. May be responsible for administration of one dept. Thorough knowledge of large public library administration and library automation is required. MLS from ALA-accredited library school with 5 yrs.' professional experience, 2 of which must have been in a supervisory and administrative capacity. Starting salary $30,252. Please send resume to: M. E. Wright, Jr., **New Orleans Public Library, 219 Loyola Ave., New Orleans, LA 70140.**

Assistant county librarian. Do you want diversity? County of 25,000+ on High Plains with a petrochemical, agribusiness economy has opening for assistant county librarian. Responsible for public and technical services. ALA-MLS required, 1–3 yrs.' experience preferred. Automation knowledge helpful. Good interpersonal skills essential. $16,500 plus benefits. Position open immediately. Contact: Wilma Wester, **Hutchinson County Library, 625 N. Weatherly, Borger, TX 79007; 806-274-6221.**

Assistant director. ALA-accredited MLS. Minimum 7 yrs.' professional and supervisory experience. Duties include supervision of staff and daily library routine, reference desk service, special needs services, grant writing. Salary is $421.02–$457.50 per week in 4 steps. 75-percent Blue Cross–Blue Shield, 20 vacation days after first year, sick leave 20 days. 35-hr. workweek. **Application deadline Nov. 15.** Contact: Director, **Beverly Public Library, 32 Essex St., Beverly, MA 01095.**

Assistant director/finance, in regional library system with budget of $1.4 million headquartered in Charlottesville, Va. Must have demonstrated ability to plan, organize, and execute a system of fiscal control and reporting and have experience in automated fund-accounting procedures. Graduate of college or university of recognized standing with major work in accounting, business, or public administration. ALA-accredited MLS desirable. Salary negotiable from $20,000. Send resume to: William R. Swinson, Director, **Jefferson-Madison Regional Library, 201 E. Market St., Charlottesville, VA 22901.**

Assistant director of the children's department, the Urbana Free Library. Responsibilities include 1) working with other staff in areas of reference, reader guidance, program planning, collection development, public relations, minor supervision of technical services, etc., and 2) administration of department in the absence of the director. Qualifications required include a master's from an ALA-accredited program; one yr.'s professional children's experience. Salary range $17,500–$22,000, with excellent fringe benefits. Position vacant. The Urbana Free Library is an active public library with an annual budget of $750,000 and 28 FTE staff. Urbana is a community of 35,000 in an urbanized area of 125,000 and is the home of the University of Illinois. **Closing date for applications: Dec. 1.** Applications and questions to: Frederick A. Schlipf, Executive Director, **The Urbana Free Library, 201 S. Race St., Urbana, IL 61801; 217-367-4057.**

Assistant reference librarian. Pottsville Free Public Library seeks enthusiastic librarian responsible for providing reference/information services to residents of Pottsville (population 19,000) and Pottsville district (population 203,000, and serving 16 libraries). Requires an ALA-accredited MLS. Starting salary $13,000. 24 vacation days, good fringe benefits. Send application, credentials, and supporting documents to: Nancy Smink, Director, **Pottsville Free Public Library, Third and West Market Sts., Pottsville, PA 17901.**

Bilingual librarian, English/Asian, $11.13/hr. Full-time position in Asian Branch Library for general reference and collection development. Requires MLS from accredited library school and bilingual, biliterate fluency in English and either Japanese, Korean, Filipino, Mandarian-Cantonese, or South Asian language such as Thai, Cambodian, Laotian. **Submit detailed resume and city of Oakland application form by Nov. 30** to: **City of Oakland Personnel, 1417 Clay St., Oakland, CA 94612; 415-273-3526.** For additional information, call Oakland Public Library at **415-273-3283.**

Children's librarian for univ. community. Prog., collec. dvpt., user services. ALA-MLS & experience. $15,000 & good benefits. 36-hr. wk. Details available. **Send resume, 3 letters of reference by Nov. 27** to: Barbara Caron, Director, **Morgantown Public Library, 373 Spruce, Morgantown, WV 26505.**

Children's librarian: Harford County Library. Knowledge of children's literature, ability to work with children and parents, programming and supervisory skills, ALA-accredited MLS, minimum of 2 yrs.' library experience. Salary range: $15,660–$21,343. **Apply by Nov. 30** to: Frances V. Sedney, **Harford County Library, 100 Pennsylvania Ave., Bel Air, MD 21014.**

Children's librarian. Responsible for children's services in 2nd-largest branch in large reg'l. system. Must have ALA-accredited MLS with background in children's literature and services with strong interest in library and communitywide children's programming. Responsibilities include reader guidance, ref., materials selection, storyhour, programming, group visits. Starting salary $16,854. **Deadline for application Nov. 15.** Send resume with references to: Andrea G. Williams, Head, **Gordon Ave. Library, Jefferson-Madison Reg'l. Lib., 1500 Gordon Ave., Charlottesville, VA 22903.**

Children's librarian. Salary $1,601–$1,947/mo. Will conduct a children's countywide library service. Requires completion of a professional course in librarianship and one yr. of professional library experience including experience with children's literature. Contact: **Shasta County Personnel Office, 1610 West St., Suite F, Reading, CA 96001; 916-225-5515.**

Community services librarian. Promotes the services of the library in the community. Coordinates library volunteers, gift programs, and shut-in services. Writes features, develops grant applications, and initiates fundraising programs. Salary $23,497–$29,183. MLS and 2 yrs.' minimum experience required. Send letter of application and resume to: Denis M. Lorenz, Director, **West Hartford Public Library, 20 S. Main St., West Hartford, CT 06107.** EO, AA employer.

Director: Cocoa Beach Public Library, Cocoa Beach, Fla. Member of Brevard County Library System in beach area of 12,000 seeks director with MLS in library science plus 3 yrs.' professional library experience, including 2 yrs.' supervisory & administrative experience. (Additional qualifying experience may be substituted for required education on a yr.-for-yr. basis.) Strong managerial, financial, programming, & community interaction skills desired. Gaylord automated circulation. Staff of 10 FTE. Minimum salary $19,490 with liberal benefit package. Position to be filled January 1985. Applications will be accepted until suitable candidate is chosen. Send resume to: Lou Bonsteel, **Brevard County Personnel Dept., 2575 N. Courtenay Pkwy., Merritt Island, FL 32953.** An equal-opportunity employer, M/F.

Head, audiovisual department. The Bexley Public Library seeks a head for a busy and growing AV dept. loaning videocassettes (5,000+ per mo.), disc recordings, audio cassettes, and some equipment. Public-access IBM PC and Apple IIe personal computers are in department. Applicants should have an MLS and AV experience; knowledge of music and cinema, AV software maintenance techniques, service techniques and procedures common to public libraries; and ability to perform strong and detailed supervision. Library is located in an attractive suburb of Columbus, Ohio, (metro one million+) serving a responsive library-oriented pop. with a staff of 29 FTE (projected 1984 circ. 400,000 items). Current salary range is $17,304–$25,565 subject to c.o.l. adj. in Jan. 1985, appointment at or near beginning of range. Additional benefits include generous sick leave and vacation allowances, paid hospitalization and life insurance. Position available Jan. 1, 1985. **Send resume by Nov. 26** to: Robert M. Stafford, Director, **Bexley Public Library, 2411 E. Main St., Columbus, OH 43209.**

Head of audiovisual and adult nonfiction. The McAllen Public Library seeks a public-service-oriented librarian with supervisory and audiovisual experience for the position of head of the audiovisual and adult nonfiction department. A master's in library science from an ALA-accredited program is required. The AV collection includes material in a wide variety of formats. This department is also responsible for the back issues of periodicals, the periodical indexes, all microforms, and attendant equipment. This department head supervises 2 full-time and 4 part-time staff and the shelving and maintenance of the adult nonfiction collection. The library has a collection of over 150,000 items. McAllen is located in a rapidly growing bilingual community of over 80,000 in the Lower Rio Grande Valley on the Mexican border. Minimum salary is $14,500 with regular benefits. Send resume to: **City of McAllen, Personnel Dept., POB 220, McAllen, TX 78502.** The city of McAllen does not discriminate on the basis of race, color, national origin, sex, religion, age, or handicapped status in employment or the provision of services.

Head of library services. Responsible for automated circ. system, adult publicity, programming, and outreach. Coordinate selection, weeding, and grant solicitations. MLS plus supervision experience. Range $18,816–

$24,933. Open: immediately. Send resume and references to: G. Matthew Sperber, Director, **Winchester Public Library, 80 Washington St., Winchester, MA 01890.**

Interlibrary loan librarian II. Coordinates resource sharing between El Paso Public Library (major resource center) and other libraries in the state and region; responsible for interlibrary loan referral for libraries in the Texas Trans-Pecos Library System. Salary: $19,589 – $24,730, grant funded (cost-of-living increase anticipated). Good fringe benefits. Texas has no state income tax. Requires ALA-accredited master's degree in library science and 2 yrs.' related postgraduate professional library experience. ILL and/or database searching experience preferred. **Apply by Dec. 1** to: Personnel Officer, **El Paso Public Library, 501 N. Oregon, El Paso, TX 79901; 915-541-4865.** An AA employer.

Librarian for technical services department of the Great River Regional Library. Responsible for cataloging, withdrawal, and transfer of library materials, including maintenance of shelflist, COM catalog, OCLC records, and further automation as it is implemented. Requirements: master's degree in librarianship or library media with successful experience in OCLC and COM catalogs desirable. Full-time position. Salary range $16,973 – $23,358. Position available Jan. 1, 1985. Great River Regional Library is a consolidated regional library system with 22 branches. Headquarters library is located in St. Cloud, Minn. **Submit letter of application, resume, and credential file or list of 3 references by Dec. 21** to: David Cole, Technical Services Coordinator, **Great River Regional Library, 405 St. Germain St., St. Cloud, MN 56301.**

Librarian I (children's), city of Salem, Ore. $8.371 – $10.165/hr., 40 hrs. @ wk., variable work schedule, days, evenings and weekends. Assist in planning and executing children's programs of all types; use microcomputer. Experience in progressively responsible professional library work, including some experience in children's library work; 4-yr. degree and MLS or any equivalent combination of experience and training. **Closing date: Nov. 30.** When applying, state specific job title. Apply: **City of Salem Persnl. Dept., Rm. 225, 555 Liberty SE, Salem, OR 97301.** EOE.

Librarian I, rare book room. The St. Louis Public Library is currently recruiting to fill a Librarian I vacancy in our Carol Gardner Rare Book Room. The incumbent will be responsible for development and maintenance of the rare book collection, cataloging rare materials, reference work, preservation of materials, and planning and executing exhibits related to the rare book collection. Minimum requirements: MLS including courses in history of books, rare books, and cataloging; general knowledge of restoration/conservation/preservation techniques; knowledge of current market trends for out-of-print materials. Reading knowledge of a foreign language, especially German and/or French. Prefer some hands-on experience with rare books and cataloging on OCLC. City residency required after appointment. Salary range: $14,700 – $17,500. **Apply by Nov. 15** to: **Personnel Office, St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103.**

Librarian I. Tucson Public Library is recruiting **entry-level** librarians in children's, young adult, and adult services for its annual civil service examination. Innovative and exciting metropolitan public library with main library and 14 branches, serving a city/county population of 570,000, well known for its public service programming and automated system. Starting salary $18,500, excellent benefits. **Completed applications must be received on or by Dec. 10.** For application form and additional information, contact: Dan Castillo, **Personnel Department, City of Tucson, POB 27210, Tucson, AZ 85726; 602-791-4241.**

Librarian II, cataloger. Catalogs and classifies monographs and serials for the El Paso Public Library, a system with 9 branches, and supervises the data entry operators and preparation of books for the terminals. Is responsible for book selection and expenditure of funds in a designated subject area. Salary: $19,589 – $24,730 (cost-of-living increase anticipated). Good fringe benefits. There is no state income tax in Texas. Requires ALA-accredited master's degree in library science, 2 yrs.' professional cataloging experience, and knowledge of OCLC cataloging procedures. **Apply by Dec. 1** to: Personnel Officer, **El Paso Public Library, 501 N. Oregon, El Paso, TX 79901; 915-541-4865.** An AA employer.

Librarian II, children's consultant. Search reopened. Serves as consultant for children's services for the main library, branch libraries, bookmobiles, and state library system members; coordinates children's programming and provides in-service training for the El Paso Public Library System. Assists with collection development. Salary: $19,589 – $24,730 (cost-of-living increase anticipated). Good fringe benefits. Texas has no state income tax. Requires ALA-accredited master's degree in library science and 2 yrs.' progressively responsible postgraduate experience as part of a service for children in a medium or large public library system. Knowledge and understanding of the Hispanic community and of its particular needs for library and information services is desirable. **Apply by Dec. 1** to: Personnel Officer, **El Paso Public Library, 501 N. Oregon, El Paso, TX 79901; 915-541-4865.** An AA employer.

Librarian II. The city of Omaha is accepting applications until Dec. 15 for the position of Librarian II with the Omaha Public Library, the municipal library system. This position involves the responsibility for the operation of one of 9 branch libraries or a major department of the main library. Supervision is exercised over subordinate professional, paraprofessional, and clerical employees. Requirements: 2 yrs.' experience in professional library work and a recognized college or university degree supplemented by one yr. of graduate-level study leading to a master's degree in library science, OR any equivalent combination of experience and training. Supervisory experience preferred. The immediate opening is head of the art and music department of the main library; however, all those meeting the minimun requirements are encouraged to apply for this and possible future openings. Salary range is $24,828 – $29,208. Please contact **Mary Ann Olson 402-444-5310** or write: **City of Omaha, Personnel Dept., 1819 Farnam St., Omaha, NE 68183.**

Librarian III—Broward County (Fla.) civil service opportunity. Salary $22,838 – $29,964 per yr. Required: master's degree in library science from a college or university accredited by the American Library Association and 4 yrs.' experience in a supervisory capacity in the operation of a library system; or any equivalent combination of training and experience. **Official application must be received by the Broward County Personnel Division by 5 pm, Dec. 14.** Official applications and additional information may be obtained from the: **Broward County Personnel Division, 115 S. Andrews Ave., Fort Lauderdale, FL 33301; 305-357-6444.** Equal-employment-opportunity, M/F.

Library director. The Boone-Madison Public Library serves a rural county population of 30,447 through a main library and 2 branches (3rd to open soon). Required is an experienced administrator with an ALA-accredited MLS and experience with computers. Salary is negotiable between $15,000 and $17,000. Send letter, resume, credentials, and 3 letters of reference to: **Boone-Madison Public Library Board, 375 Main St., Madison, WV 25130.**

Library director, town of Milton (Mass.) Public Library. Master's of library science from ALA-accredited school and 5 yrs.' administrative experience. Salary range $23,369 – $29,602, negotiable. Town benefits. **Send resume with references by Nov. 9** to: **Doris Green, Town of Milton Public Library Trustee, 115 Lyman Rd., Milton, MA 02186.**

Manager, branches. An urban system with 13 diverse branches, neighborhood and senior citizens' mobile service seeks energetic person with 7 yrs.' progressively responsible public library experience, including billing of public service, collection development, programming, and supervisory skills. A changing environment provides the stimulations and frustrations of this position. Starting salary: $25,149 – $30,000, depending on experience. **Application deadline Nov. 15.** Send resume and 3 references to: Personnel Director, **St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103.**

Reference librarian. The McAllen Public Library seeks a public-service-oriented librarian for a general reference position. A master's in library science from an ALA-accredited program is necessary. No experience necessary. The library has a collection of over 150,000 items and is located in a rapidly growing bilingual community of over 80,000 in the Lower Rio Grande Valley on the Mexican border. Salary minimum $13,400. Regular benefits. Send resume to: **City of McAllen, Personnel Dept., POB 220, McAllen, TX 78502.** The city of McAllen does not discriminate on the basis of race, color, national origin, sex, religion, age, or handicapped status in employment or the provision of services.

Regional librarian—energetic, imaginative, well-organized individual needed to coordinate personnel and building needs of 4 branches, to analyze and submit recommendations on library policies and services, and to coordinate systemwide reference services, adult services, and outreach services. ALA-accredited MLS. Available immediately. $12,000 – $14,000. 3 weeks' vacation, 2 weeks' professional leave, major medical insurance, sick leave and retirement annuity. Send resume and 3 references to: Ray Riddle, Director, **Cass County Library, Harrisonville, MO 64701; 816-884-6223.**

Youth services librarian—creative, energetic person needed for resort/ranching community of 8,000. ALA-accred. MLS required. Experience preferred in all aspects of library work. Salary min. $15,000. **Send letter of application, resume, transcripts, and names of 3 references by Nov. 30** to: Chris Davies, **Bud Werner Memorial Library, POB 774568, Steamboat Springs, CO 80477; 303-879-0240.**

SPECIAL LIBRARY

Librarian/archivist. The Monmouth County Historical Association is seeking an energetic and creative individual to manage and promote an important local New Jersey history research collection and library under the supervision of the director. Responsibilities include day-to-day management of the library, development and preservation of collections, development and promotion of library programs, supervision of volunteers and interns, grants preparation and publication development. Qualifications include an MLS or equivalent experience, knowledge of management and archival management, strong writing skills, familiarity with history and genealogy research, and ability to work effectively with Board of Trustees, volunteers, and a diverse public. Salary range is $14,000 – $18,000, depending upon qualifications. Send cover letter, resume, and 3 letters of recommendation to: Director, **Monmouth County Historical Assn., 70 Court St., Freehold, NJ 07728.**

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WANTED

WANTED: COMPLETE SET OF KINGSBOROUGH, *ANTIQUITIES OF MEXICO*, colored copy. Library duplicate acceptable. Reply to: Box B-862-W.

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(Technology articles, cont. from p. 704.)

CATALOG MAINTENANCE ONLINE

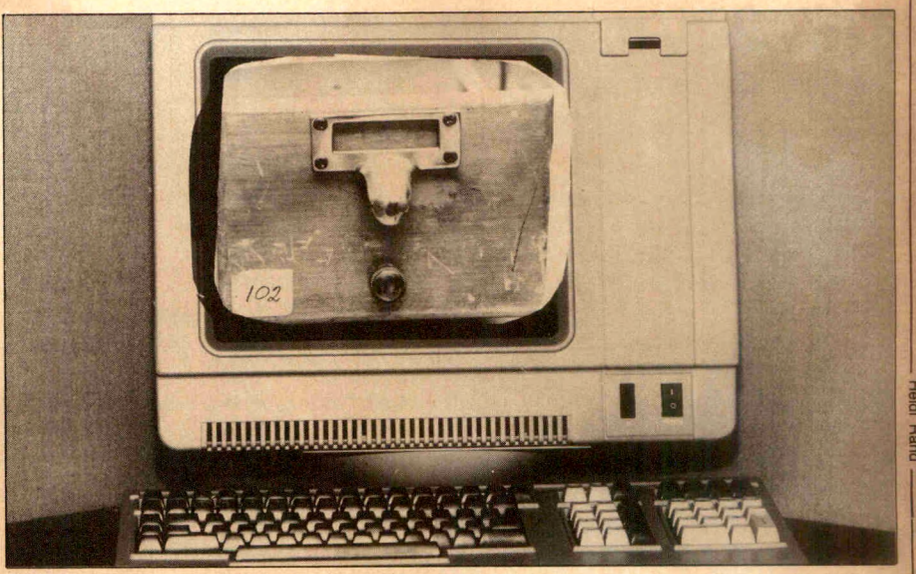
An in-house, online processing system called GLADIS has gladdened the lives of bibliographic services staff

by Russell Gardiner, head, Bibliographic Services Dept., General Library, University of California/Berkeley

IN SEPTEMBER 1983 WE UNVEILED A new online library processing system at Berkeley. Developed in-house by the library's Systems Office on a Tandem computer, it goes by the name of GLADIS—the General Library Automated Database and Information System.* At present the GLADIS database consists of those records, coming from bibliographic utilities, that represent monographs, serials, and nonbook material added to the collection since 1977. GLADIS is Berkeley's direct link to MELVYL, the online catalog for all nine campuses of the University of California system. It is through GLADIS that Berkeley's records are maintained and loaded into MELVYL.

We first applied GLADIS in catalog maintenance. This changed our lives dramatically in the Bibliographic Services Department, the unit responsible for copy cataloging of monographs and maintenance of the catalog database.

Maintenance work that once had to be done through the utilities on a record-by-record basis could now be done with a great deal of ease on GLADIS. Tandem terminals are easy to operate; word processing techniques are used for editing. Response time is fast. Especially attractive is the way the file is structured. A heading is stored once, in a headings file, and is then linked by a number to bibliographic records in which it is used. For the first time we were able to make global heading changes by one press of a key on the terminal—a far cry from the days of the electric eraser! Work that used to take hours could now be completed in a matter of seconds.



Heidi Rand

GLADIS transforms tedious catalog maintenance into a touch of the terminal.

GLADIS had a positive effect on the department's staff development. It allowed us to reorganize in such a way that jobs were significantly enriched. Before GLADIS, the work of five FTE comprising a unit called the Maintenance/Authorities Division was devoted entirely to such tedious tasks as corrections to records and updating holdings. The complexity of the procedures mandated a separate group of staff devoted to this work. For example, a person doing copy cataloging who happened to come across something needing correction would write the information on a slip of paper to give to maintenance staff to fix. But with GLADIS, one could go straight to a terminal and correct the problem on the spot.

We abolished the divisional concept, and reorganized according to functional area. A work leader is responsible for each such area. Staff are now assigned to the department at large and work in any number of functions depending on workload and the employee's interests and abilities. Virtually all staff have been trained in GLADIS procedures, and all five terminals are busy eight hours a day.

Putting GLADIS to work

We all know that "authority work" is the killer in cataloging, time consuming and expensive. We had always done post-cataloging authority work for copy cataloging—that is, checking headings for conflict from a shelflist card after releasing the book to the shelves. Since we had no way of knowing if any particular access point appearing on a shelflist card had been checked before, we were potentially duplicating a significant number of look-ups.

With GLADIS we get a weekly printout of headings that are unique to the database as new records are loaded. In this way we check only those headings that do not match exactly on a heading already in GLADIS. This has reduced our look-ups from an average of three per record to one per record.

Another area in which GLADIS works actively for us is quality control. Certain checks, such as identifying duplicate call numbers or records, are built into the system. Reports on these problems are provided in the form of error logs. Although the error logs do not totally compensate for the occasional human error, these notices allow us to correct mistakes promptly—in contrast to the occasional notification that emanated from a public service librarian.

This is just the beginning; much is yet to come for GLADIS. First will be an automated circulation system to replace the antiquated tab-card system. And to mention a few other future functions: serials control, book ordering, and the loading of Berkeley's authority file to support interactive control of headings. □

*The GLADIS system runs on a Tandem computer and currently has the capacity to store over one million MARC records. The Tandem was selected for its fault tolerance, ease of expansion, and a hardware/software architecture that is well suited to a "real-time" transaction environment. The GLADIS programs are written in Tandem languages and are therefore not transportable to other computers.

A MIGHTY, MENTORING CATALOG

The name "Socrates" suits the online, mainframe catalog developed for the full Stanford University community

by James N. Myers, director of technical services, Stanford University Libraries

THE JURY IS STILL OUT, AND THE PROgrammers still poised at their keyboards. The decision that Stanford made to go with local development and the University's mainframe computer for its online catalog "Socrates" is not necessarily final. However, the choice is looking like the right one after a year's experience with Socrates—and in anticipation of a parallel, administrative-database system called "Prism."

The online catalog of the Libraries was developed in-house in a joint effort with the Stanford Information Technology Services. It became available to the university community in September 1983.

Today, Socrates provides access to some 1.05 million bibliographic records in most formats. With tapes from the Research Libraries Information Network (RLIN) loaded in, it grows at the rate of about 35,000 titles a month.

The computer behind Socrates is the IBM 3081 operated by Information Technology Services. The catalog can be used from 28 library terminals placed in 17 library locations and from over 5,000 terminals and microcomputers located on the Stanford campus network. Dial-up access is available as well.

Mentoring mode

Socrates provides the user with the power of two modes of operation: lookup mode for the novice, and command mode for the experienced. Lookup mode, through a system of prompts, teaches the user the rudiments of command mode, while making the catalog's contents available to the less practiced. A help system further enhances the user's abilities to go it alone, with approximately 90 context-dependent messages and 180 messages which teach Socrates use and provide directory information.

Thirteen indexes are available to the user of command mode, with choices of keyword and phrase searching available on most of the searchable fields. Searches in command mode can be indefinitely chained by the boolean operators (and, or, not). Six of the indexes are available in lookup mode. The results of searches are reported in lists of headings or in brief citations, depending on the nature of the search. Fuller citation displays are also available. Socrates users may send the results of their searches to an electronic mailbox for later manipulation.

Off-campus access is available via telephone to members of the Stanford community and to others at the university's standard rates for such service. Any terminal is sufficient to access the Socrates system. For students, faculty, and staff, night and weekend access is free; for others it is very inexpensive.

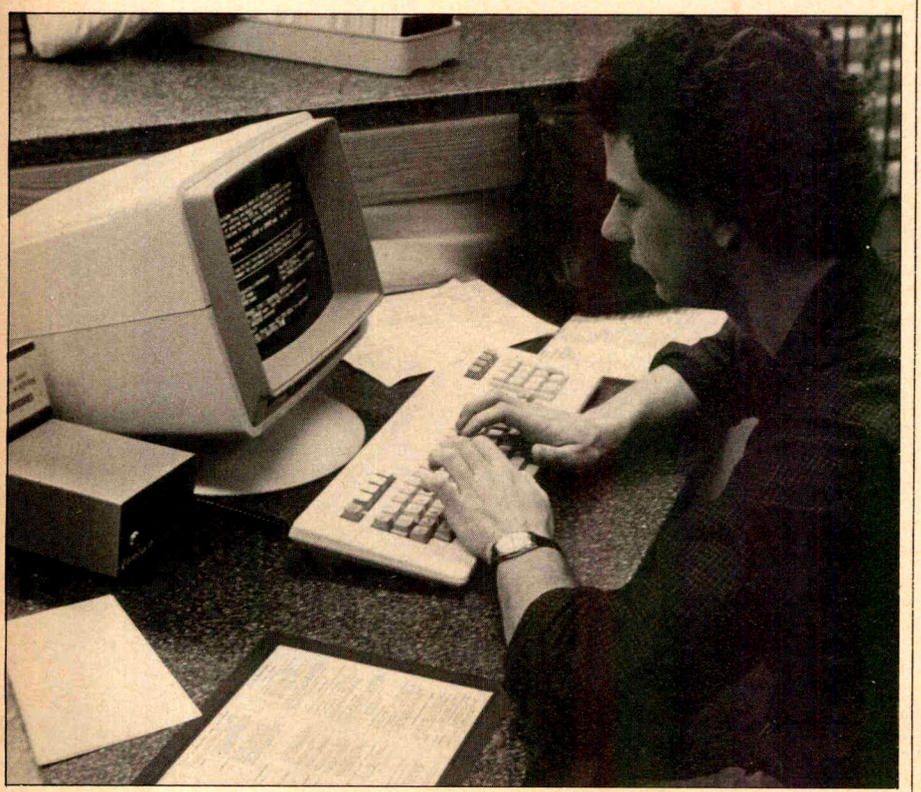
The greatest call for improvement in the system is for the addition of terminals. About 18 were added in September. Socrates has some skeptics, few detractors, and a growing number of fans. Its built-in message system, "suggest," is often used to request the purchase of library materials, to ask for rush cataloging, or to suggest improvements in the catalog itself.

A number of enhancement projects are underway. Among these is a Socrates system for access to collections of technical reports. Addition of the format for archives and manuscripts will follow. Other features under review are the power to limit searches by other than indexed fields, centralized printing, linking of automated circulation and serials control (acquisitions records are already available), and an improved message system to allow more convenient requests for material orders, holds, and rush cataloging.

* * *

In the future, we hope to provide the power of hierarchical searching on the RLIN system and on commercial databases with the familiar Socrates search arguments, which will return familiar Socrates displays. Prism, the Stanford-wide administrative database system, parallels Socrates, taking advantage of the single-command language and commonality of presentation for search arguments and data displays.

If the advantages of the joint availability of Socrates and Prism are as great as anticipated, it's most unlikely that Socrates will have to drink the hemlock. Already it is clear that Socrates is useful from sites outside the Libraries, and undeniable that the wide access to Socrates and Prism could not be replicated on today's minicomputer-based systems. □



Socrates users can access some 1.05 million bibliographic records from over 5,000 terminals and micros in the Stanford campus network.

THE WELL-CONNECTED IMC

A rural school district is in the thick of mainstream technology thanks to state, staff, and student interest

by Carolyn Servais, IMC director, Little Chute (Wis.) Area School District

TECHNOLOGY HAS BECOME THE NUTS and bolts of our Little Chute High School Instructional Materials Center. It's hard to imagine ever being a books-only operation; yet, when I entered education 20 years ago that's exactly what I found. Now every year new technologies provide new challenges.

What do we have here? Videotape recorders, computers, microfilm and fiche, film projectors, cassettes, loop projectors, slide projectors, cameras, overheads, and opaques, to name but a few of the items put to daily use within our high school. Our building is, however, particularly strong in the use of video and computer technology.

Videotaping came to our school as a means of enriching all curriculums. It also provides supplemental material not available by other means. The technology itself has proved extremely valuable; but membership in our regional television agency (NEWIST) has been most important in getting the fullest use out of the programs.

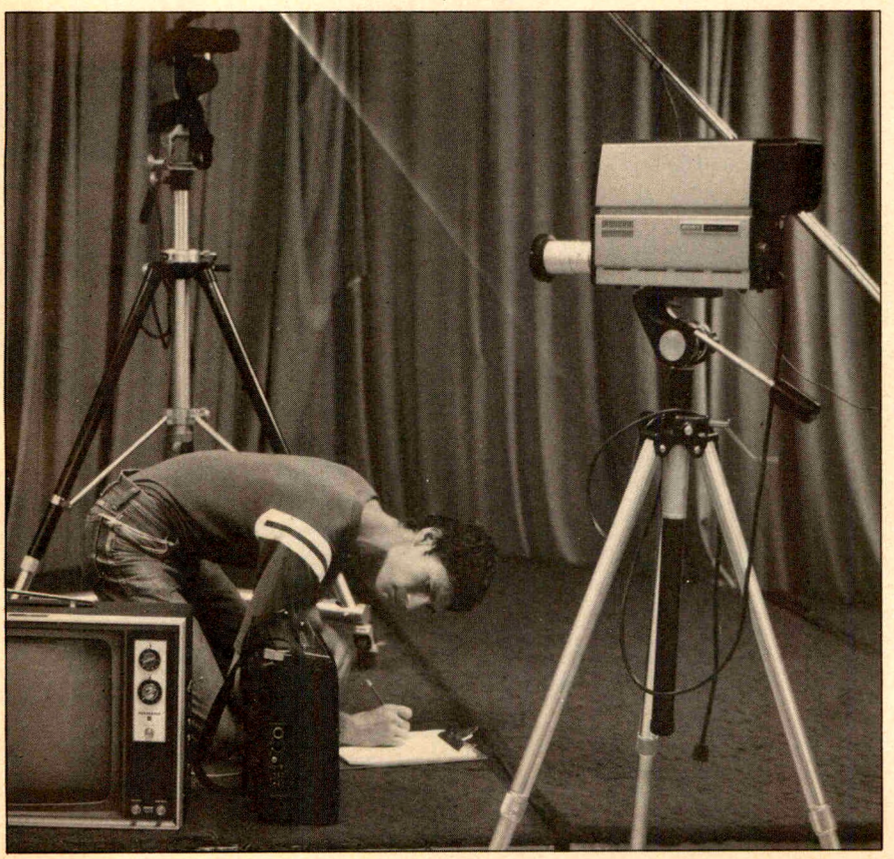
We've used video equipment for 10 years. We are currently in the process of converting from ¾-inch format to ½-inch VHS equipment for all recording and playback. For the 84 – 85 school year, we will be operating with three ½-inch units (one Hitachi, two JVCs) at our head end where all recording is done.

One unit will be what I term a "floater." This unit is made up of a playback unit and a monitor on a cart. This gives our staff the opportunity to take the unit and use videotapes directly.* Currently, we can record and/or playback through three separate in-house channels. We can also broadcast live to any classroom in the building.

All video equipment is located and housed in our video studio (a classroom we took over out of necessity). We have two Hitachi color cameras and a black-and-white Sony. For our field work, we have a ¾-inch Sony and a ½-inch JVC portable video unit.

Our varied equipment needs preventative maintainence, and much of this work is done by students through a student-aide program. The program trains students to operate as well as maintain equipment, and soon they become indispensable to the IMC.

*In addition to the three ½-inch units, we have four ¾-inch floaters going out to teachers. As we make the changeover to ½-inch tapes, we plan acquisition of additional ½-inch playback units.



Jerry's Studio, Kaukauna, Wis.

Student Kurt Krzyzak keeps track of equipment from the Instructional Materials Center at Little Chute High School.

On to micros

For the immediate future, getting video and our micros working together (interactive video) is of great interest. Our school district emphasis has shifted to the use of the microcomputer, and the IMC is totally involved in all activities. The high school houses 32 Apple computers. Acquiring this technology is part of my work as media director. Like video, computers keep me on my toes, continuously prepared to launch something new. How do I keep up? With workshops, college courses, conventions, and the resources of professional organizations, special groups, and the Wisconsin Department of Public Instruction.

* * *

I often wish I had unlimited funds. I'd expand our facility (go out the roof and add a second floor). Another dream I have is to assume the role of full-time district media director (I currently squeeze that in along with my high school position), and still keep a full-time professional in each of our three buildings, plus such necessary help as an AV-repair person. I'd then proceed to loop all the schools together and make the high school the district broadcasting facility. After I had that done, I'd establish a full-scale, district-wide production lab.

But I'm proud of what has been accomplished in our small school, and always proud of the fact that I work closely with young people. That's really what my job—and technology—is all about: providing the best for the kids at LCHS. □

PLUG-IN CENTER FOR STUDENTS

At Clarkson University in Potsdam, N.Y., every student gets a micro, and the library offers applications

by J. Natalia Stahl, associate director, and Richard D. Valente, director, Clarkson University Educational Resources Center

Ed. note: A misreading of Clarkson's plans in 1980 for a high-tech resources center led to no less than six items in the New York Times *that year with such headlines as "College library does away with books." In letters and editorials, Clarkson became a symbol of dehumanizing technomania. In truth, the school was only evolving along the same paths as hundreds of other institutions.* American Libraries *asked the authors to report on the state of technology in the Resources Center today.*

A VIEW OF THE LIBRARY AS AN "INformation switching center" influenced the design of the Educational Resources Center at Clarkson University. The computing center and the audiovisual office, having similar information functions, were also integral components of the new ERC. And in 1983, a new program to provide every entering freshman with a personal computer gave the ERC an opportunity to make resources electronically available to all members of the Clarkson community.

Before the creation of the ERC, the library had used the services of the computer center to create a batch-mode serials list and several statistical packages. For various reasons, however, new applications were difficult to develop. The library staff was unfamiliar with computing, and there were difficulties of communication between people in different disciplines with different sets of priorities and in different buildings.

The proximity of library and computer personnel in the ERC helped break down some of the communications barriers that had previously delayed automation projects. Terminals with access to a new IBM 4341 host computer became readily available to all who needed them. The most important factor in the progress was education of both professional and nonprofessional staff members. Over a one-year period, a staff member with expertise in computing worked closely with every department. We completed small projects such as creating missing-book lists, acquisitions and weeding lists, and a circulation database with automatic generation of overdue notices.

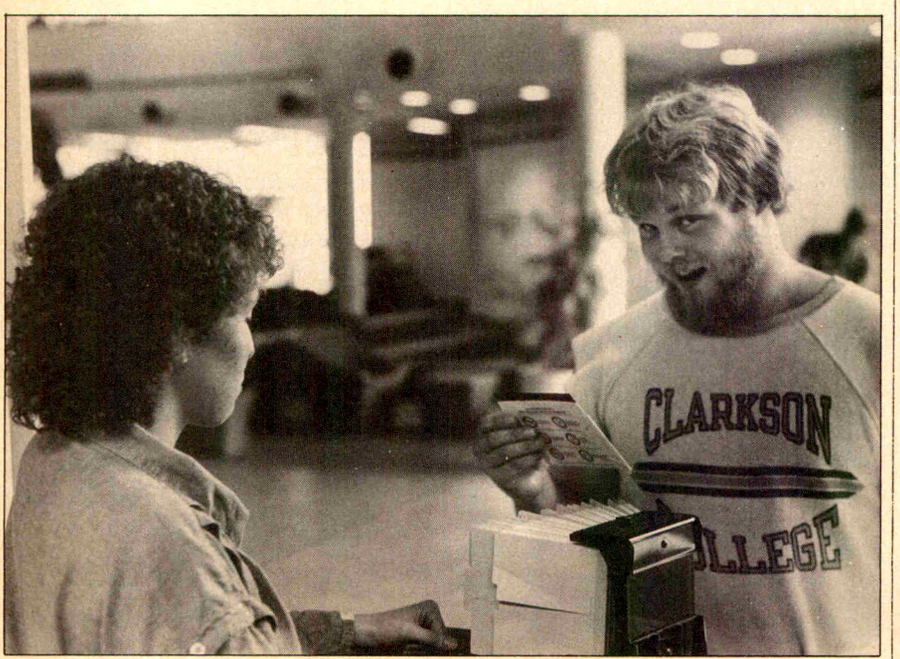
In fall 1983 Clarkson initiated its program to provide every incoming freshman with a microcomputer. An immediate concern for us was to develop an area for distribution of software written by faculty for instructional use. This function was combined with the traditional reserve room and located in a "curriculum support" area. Three Zenith Z-100 microcomputers (currently the university standard machine) were provided for copying disks and for letter-quality printing. This area has proved very successful in implementing Z-100 support.

A most significant step was taken in September 1983 when the in-house software package "Termite" was released. Termite allows Z-100s to act as terminals to the IBM 4341 and other host computers. Files can be transferred, and students can have access to public files the library creates on the mainframe. Presently, network-connected Z-100s are located in the curriculum support area and in special laboratories across the campus. We plan to extend the network to the dormitories.

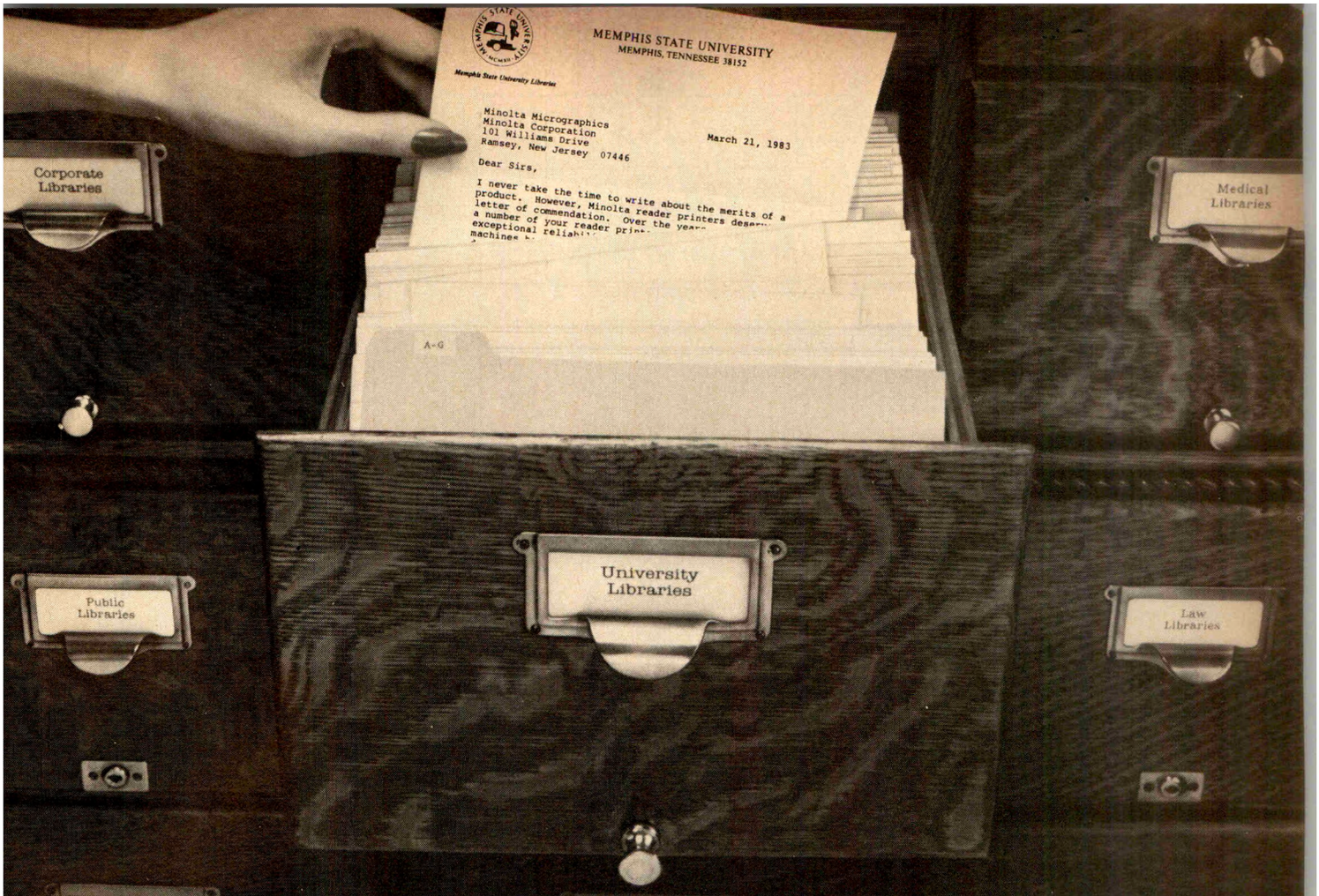
A special committee of computer consultants and librarians has projected uses of the network and set priorities for application development. Online access to serials control was identified as a primary need. Programming began in-house, with plans to merge information on OCLC serials tapes into the database. Phase one of this project is nearing completion.

Automation at Clarkson has taken a course of gradual evolution rather than spectacular change. Large traditional functions (such as acquisitions on OCLC) and small programs (such as a software-awareness registry for the local network) are computerized only when rationalized economically and in terms of usefulness to our clientele.

Our approach allows us the flexibility to develop applications without large expenditures. Potential projects include user alerts to newly received serials of interest, access to subject bibliographies of material in our collection, and access by users to the lists of books they have checked out. Imaginations can easily outrun the time available to set up new programs—which is perhaps the biggest drawback to in-house automation. □



Two Clarkson University students select circulating software in the "curriculum support" area of the school's Educational Resources Center



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A COPIER EASY ON BOOKS

An ALA service that ordinarily reports on new technology takes the initiative and develops a much-needed copier

by Howard S. White, editor, *Library Technology Reports*, American Library Assoc.

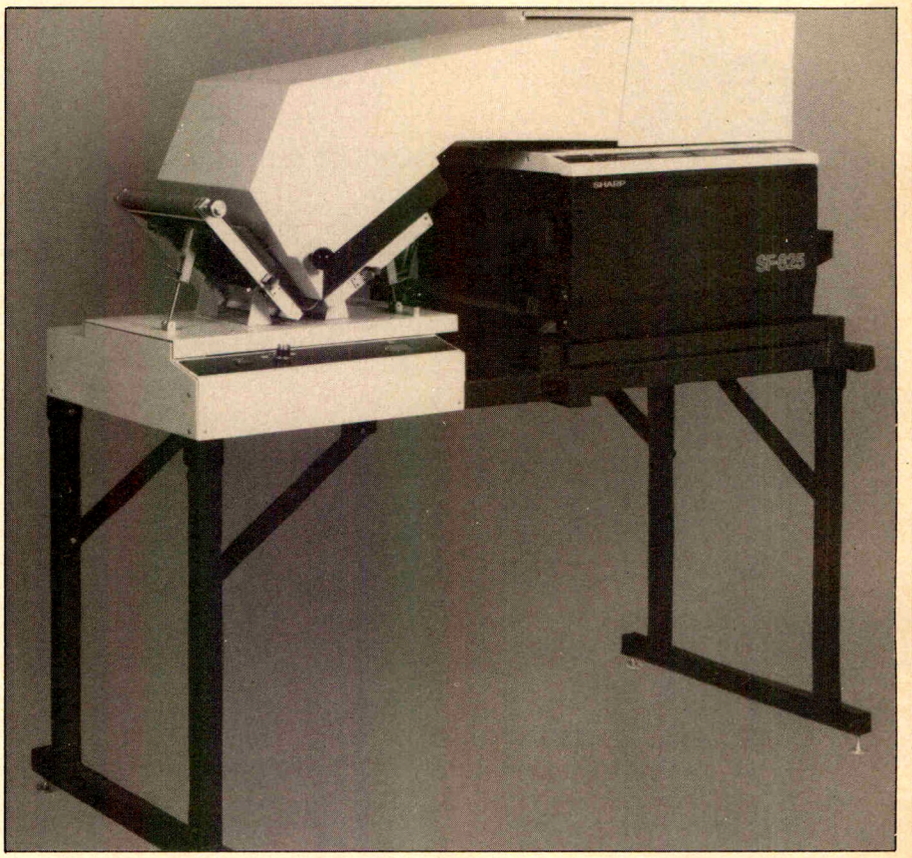
PHOTOCOPIERS THAT REQUIRE A book to be pressed flat against a glass have damaged untold numbers of volumes. Letters alerting copier manufacturers to the book copying needs of libraries have been to no avail. Manufacturers have often claimed that libraries represent too small a market to warrant consideration of their unique copying needs.

In the mid '70s a one-of-a-kind, face-up book copier was designed and built at the New York Public Library under the supervision of Ladislaw Sajor, then assistant chief of the Photographic Service. The design for this device was unorthodox and its appearance was less than elegant—but it worked. In its half-dozen years of service, the FUBC (face-up book copier) was used extensively for copying rare and sensitive library material that could not otherwise have been copied. Thousands of books were copied before the copier, an antiquated Olivetti Copier III, became so old and unreliable that it was retired and dismantled.

It was against this background that Francis Spreitzer, head of micrographics and reprography at the University of Southern California library, Robert A. Morgan, longtime consultant to *Library Technology Reports* and inventor of various optical and micrographic devices, and the editor of *LTR* met to discuss the possibility of seeking outside funding for a specialized piece of equipment that would safely copy bound material. The machine could then be licensed to a manufacturer.

Morgan sought to conceptualize a machine based on state-of-the-art copier technology that would accomplish the same goals as the FUBC at NYPL, but in a form that could be mass produced and marketed to libraries at an affordable price. The final design concept included an adjustable book cradle and an optical device for projecting the image of a page to be copied onto the exposure platen of a standard plain-paper office copier. A mock-up was constructed and tested with an available copier.

Having demonstrated that the engineering concept was sound, the group sought input from various groups within ALA and approval from the ALA Executive Board to apply for a grant. The National Endowment for the Humanities funded the proposal in March, 1983. Actual work on the project began several months later and a manufacturing prototype was delivered in time for exhibition at ALA Annual Conference in Dallas.



Innovative copier features book cradle (left) for face-up copying.

How it works

The device is based on a Sharp SF-825 plain-paper copier equipped with an alternate projection system that permits pages from bound volumes to be copied without opening the book more than 100 degrees. The copier is able to make clear, undistorted prints from pages that are tightly bound and have narrow inner margins.

The book to be copied is placed on an adjustable book cradle to the left of the photocopier. The alternate projection system is lowered into the open book so that it focuses on the right-hand page. The page image is reflected onto a mirror, then through a lens and onto another mirror, and finally onto a fresnel lens system resting on the exposure platen of the copier.

The photocopier "sees" this image as if it were the original book page, removed from the book and resting face-down on the glass. From this point on, the copier takes over and produces a xerographic copy of the page image. The operation takes no longer than a regular copier and in some ways is more convenient, since the book is face-up in a normal reading position and the print image quality is comparable to that of a conventional photocopy print.

After Annual Conference, the machine was returned to the contractor for modification prior to field testing. The final step in the project will be to license the manufacturing rights, thus assuring the machine's commercial availability. It is hoped that the first production models will be available by early 1985. □

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PLANNING FROM SCRATCH

Not many librarians get a chance to plan an up-to-date facility from ground zero. Here's what it feels like.

by Richard T. Sweeney, dean of library and information services, Polytechnic Institute of New York

Ed. note: Richard Sweeney, formerly director of the Public Library of Columbus and Franklin County, Ohio, was hired Aug. 1 at Polytechnic "to develop a state-of-the-art library system," according to the school's announcement. AL *asked Sweeney to elaborate for this special issue.*

I'M A LUCKY GUY. I'M CHALLENGED, excited, a bit scared, and having fun. I'm in on the planning of a state-of-the-art library at one of the nation's leading technological universities.

Consider this my "before" article, when our hopes are very high. Whether we're making the right decision will be weighed in my "after" article, after the new Bern Dibner Library and Information Center opens its doors in 1986.

The 60,000-square-foot facility will be a major educational research resource here at Polytechnic Institute of New York. With a $9.4 million capital budget and a $3 million budget for building maintenance and operation, it's the first centralized library created at Polytechnic in the school's 130-year history. State-of-the-art information storage and retrieval technology will help establish a truly integrated library system, electronically linking Polytechnic's three campuses in Brooklyn, Long Island, and Westchester.

The library is being designed to provide integrated automation program functions, both for internal operations and new direct user services. From networking of local microcomputers to developing connections to satellites for global access to databases, we hope to meet today's exploding information needs and be flexible enough for tomorrow's requirements.

Guesswork

The truth is that there's still a lot of guessing that goes with developing tomorrow's library. Sometimes librarians make the right "professional judgment" calls, sometimes they don't. In my own case, there was that brilliant talk I gave in 1972, when I predicted that all homes in major metropolitan areas would have interactive cable television connections by the mid-'80s.

Recently I visited a nearby educational institution to check out its library, built in 1968. I wanted to see how well they had planned for the next 20 years—which is what we're trying to do at Polytechnic. They did a pretty good job, but the technological changes of the years have caused some snags. The library has insufficient electrical wiring for today's microcomputers. Four people use the same terminal when one terminal per staff member is what's really needed now. None of us were marketing services to outside clients then, so the single work area is overloaded with phones ringing and people talking. Anticipating future trends, the library had set up a video studio, a sensible enough idea at the time. Today, the studio houses microcomputers.

> **"The truth is that there's still a lot of guessing that goes with developing tomorrow's library. ... So what you try for is an up-to-the-minute design with adaptability to changing needs."**

You simply can't anticipate everything tomorrow's library will need. So what you try for is an up-to-the-minute design with adaptability to changing needs. For example, microcomputer labs need pop-out floors for cables, and they need temperature controls. Allowing for additional computers and cables down the road can save a lot of money. The modular point of view makes sense. The challenge is deciding whether to spend perhaps five percent more of your budget now for changes that might never come about—or might cost 10 times today's expenditures if they do.

That's where the professional judgment comes in.

Cast not the old aside

Mature technology must sometimes be allowed to run its course as new technology evolves. Bound journals take up a lot of room, so we use microfiche or film as much as possible. But soon the profession may be involved with full-text retrieval systems. Already the Library of Congress offers a pilot text-retrieval service using interactive videodiscs. For other libraries, such services may be a decade away. So the question is: How do we design the journal area to meet today's needs for bound volumes and microforms and still prepare for possible changes requiring a lot more computer terminals?

And if we move to interactive videodiscs, are we going to be able to put the equipment in the same space as today's microcomputers? What will storage costs be? Power needs? Will we have to redesign our lighting to avoid glare problems on terminal screens? How do we cable the building? Do we make allowances for future installation of fiber optics?

We're excited about the technological equipment and services we'll be able to offer to Polytechnic students and faculties, to researchers, and to businesses who become part of a planned high-technology industrial park called MetroTech. We're looking at direct user services such as electronic mail, electronic bulletin boards, computer conferencing, creation of local databases, networking of local microcomputers, resident commercial databases, public-access cataloging, downloading and manipulating of files, and searching of remote databases (including those of other libraries).

Ultimately, the much-discussed "library without walls" may come about, but not in our generation. A better description of where we're heading in the next 20 years is the "library *beyond* walls." What we learn at Polytechnic in the mid-'80s may help others design their libraries for the '90s and beyond. But basically, we're only trying to do what every library has existed to do from the beginning: provide the information people need when they need it. As long as we keep a clear sense of our mission, the technology will fall into place. □

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Security tapes, range markers, and high school aides

Q. Who knows of a new method for inserting security tapes in paperbacks? *Mary K. Chelton, Editor, Voice of Youth Advocates, POB 6569, University, AL 35486* (*AL*, Sept., p. 560).

A. I've been hiding security tapes in paperbacks so that they can't be found, let alone removed, but I don't broadcast security methods. However, I'll put the information into every SASE that comes to me from the technical services department of any library listed in the '83 edition of *American Library Directory*. *David R. Lane, Gallagher Library, California Maritime Academy, POB 1392, Vallejo, CA 94590.*

Q. Our library uses standard three-by-five-inch "V" shaped brackets at the end of ranges to give call number information. What other methods do librarians use to guide patrons through the stacks? What size, shape, and data can markers contain, and how are they produced? *Doris Weingart, Head, Circulation Services, University of California/Riverside Library, POB 5900, Riverside, CA 92517* (*AL*, July/Aug., p. 488).

A. We felt the usual brackets weren't large enough to hold information visible from a distance, so we contracted with a sheet metal firm to design and make larger frames. They measure five-by-seven inches and may be attached to the end of a shelf range. They hold thick poster board if desired, with attached screws that are hidden from public view. Send me an SASE if you'd like a detailed drawing. *Ron G. Martin, Director, Library Public Services, Indiana State University Libraries, Terre Haute, IN 47809.*

New! $10 for published replies

To recognize the efforts of Action Exchange respondents, *AL* will pay $10 for each reply published. (ALA staff not eligible. Payment upon publication.)

Q. What small-to-medium-sized libraries have developed written quantitative and qualitative performance standards for high-school-student aides? *Gerald J. Fadlalla, Director, Glen Rock Public Library, 315 Rock Rd., Glen Rock, NJ 07452* (*AL*, July/Aug., p. 488).

A. Library aides at the Hancock (Mich.) School Public Library measure their performance against six written goals and the corresponding objectives and procedures. Evaluation is based on the individual student, since students may apply to work in the library during one or more years in grades 7–12.

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Verbal evaluation and graded tests have supported the letter and attitude grades earned by students every six weeks. This year we have introduced a formal evaluation sheet based on the written goals. *Susan Beck, Director, Hancock School Public Library, 417 Quincy St., Hancock, MI 49930.*

Q. What policies have libraries, particularly academic libraries, instituted to deal with circulation of R-rated videotapes to patrons under 17? *Penny Elkins, Reference Librarian, Jessie Ball du Pont Library, University of the South, Sewanee, TN 37375-4005.*

A. "Unless directly and specifically prohibited by law from circulating certain motion pictures and video productions to minors, librarians should apply the same standards for circulation as to books. Just as 'labeling' of books is deemed 'an attempt to prejudice attitudes,' so is the affixing of MPAA rating codes to motion pictures and video productions," according to "Circulation of Motion Pictures and Video Productions: An Interpretation of the Library Bill of Rights." The two-page policy was adopted by Council at the ALA Annual Conference in Dallas June 27, and is available for an SASE from the *Office for Intellectual Freedom, ALA Headquarters.*

Q. What academic libraries share a building with their computer center? Any problems, suggestions, ideas? *Richard Pantano, Director, Shapiro Library, New Hampshire College, 2500 River Rd., Manchester, NH 03104* (AL, Sept., p. 560).

A. Housing the mainframe terminals and microcomputers in the Mansfield (Pa.) University Library has benefited both service areas. The library provides a secure, aesthetically pleasing space at much lower cost than other campus locations.

For libraries contemplating a similar arrangement, we suggest that the computer area provide a separate entrance, rest rooms, and a book detection exit gate, because patron use will soon justify longer hours. In addition, a room immediately adjacent to the computers should be available for classes or to relieve congestion.

The only persistent problem we have experienced is that completing computer assignments seems to be a communal project generating noise, so the computer area should be completely separate from the library. *Larry Nesbit, Director of Libraries, Mansfield University, Mansfield, PA 16933.*

Q. What automated circ system can notify a borrower that another user requests the material and can also tell the original borrower when the second user returns it? *Barbara Weir, Information Specialist, Academy of Natural Sciences, 19th & The Parkway, Logan Sq., Philadelphia, PA 19103* (AL, June, p. 370).

A. Most turnkey-automated library systems contain a feature that allows the library to recall an item that has been checked out to an individual prior to the due date. Once the item has been returned for use by another patron, the original user can place a hold or reserve on the item. When it has been returned it can be checked out (regardless of the check-out period) to the original user. *Joseph R. Matthews, J. Matthews and Associates, Inc., POB 2201, Grass Valley, CA 95945.*

Q. What public libraries classify juvenile collections by LC and also obtain cataloging preprocessed through a

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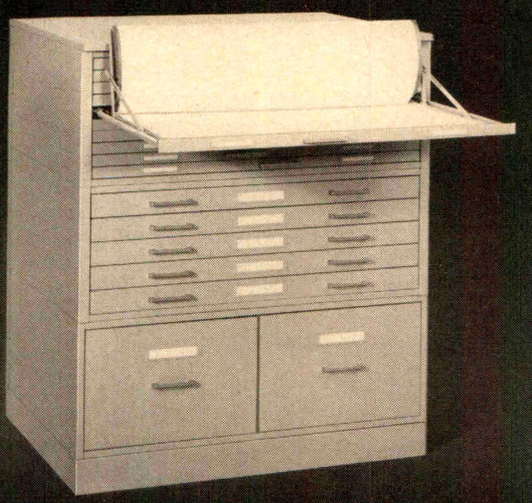

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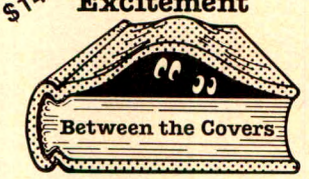

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jobber who uses MARC records? How do you cope with class changes that have not been updated on MARC for older titles that you reorder periodically? *Laura Culberg, Assistant Division Head, Catalog Division, Chicago Public Library, 425 N. Michigan Ave., Chicago, IL 60611* (AL, July/Aug., p. 488).

A. Our juvenile collection is a combination of LC (nonfiction) and Dewey (fiction and easy-reads). When we receive preprocessed cataloging from Brodart that is not updated, a cataloger assigns that title LC classification and subject headings, and we change the jobber's cards to the newly assigned cataloging. Surprisingly, the number of titles for which this is necessary is not as great as one might anticipate. *Denise Listovitch, Technical Services Librarian, Pawtucket Public Library, 13 Summer St., Pawtucket, RI 02860.*

Over to you

1. What public libraries subscribing to between 500 and 600 journals have automated their serial operations? What system do you use and what are the results? (N.Y.)

2. For a research project, I would like to receive video catalogs (VHS or Beta) from public libraries. *Stephen Harvey, AV Librarian, Upper Arlington Public Library, 2800 Tremont, Columbus, OH 43221.*

3. What libraries have policies concerning patrons bringing portable microcomputers to use in the library? (Fla.)

4. Our task force on vandalism wants to educate students and faculty members about the negative results of theft and mutilation of materials, especially in terms of reduced service and inconvenience. What commercial source produces posters on vandalism in libraries? What other efforts can academic libraries suggest? (N.J.)

5. What experiences have librarians had in providing subliminal or hypnosis audio tapes for patron use? (Ia.)

6. Do any public libraries have service level descriptions (hours, collections, staff, programming) for different sizes or different types of branch libraries? We need help in developing service level goals for our main library; large, medium, and small branches; and a popular branch. (Fla.)

7. What library is using a telephone-answering machine on the reference telephone line during busy hours to record questions and allow the librarian to return the call with the requested information? What are your experiences? (Calif.)

Please send replies to Action Exchange

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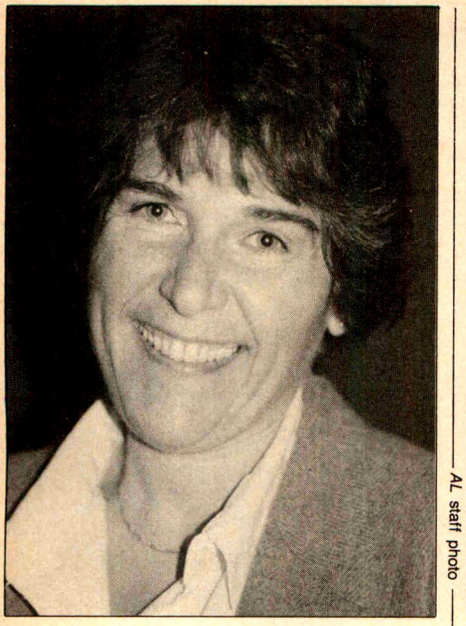

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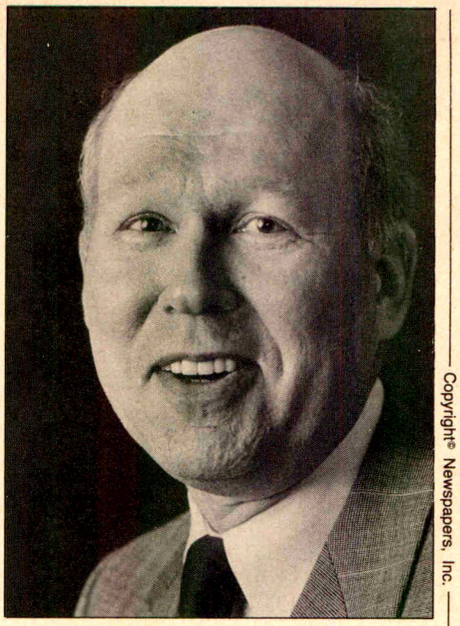
Regina U. Minudri



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Nominating Committee report

The American Library Association Nominating Committee is pleased to submit a slate of candidates for the 1985 election of officers and Council members in accordance with Bylaws/Article III, Sections 1 – 5; and Article IV, Section 2(b) and (d); Section 3; Section 5.

It is also appropriate to call attention to Bylaws/Article III, Section 2(b): "At the Midwinter Meeting any member of the Council may present a petition signed by not fewer than 25 councilors proposing additional nominations. Such nominations shall be included on the official ballot."

Bylaws/Article III, Section 3(b) further states, "The ALA Nominating Committee shall also include on the official ballot other nominations filed with the executive director by petition of any 25 members of the association at least four months before the annual conference, provided written consent of these nominees shall have been filed with the executive director of the association."

Nominating Committee members are Sul H. Lee, Suzanne J. LeBarron, Patricia H. Mautino, Ilse B. Moon and Chairperson Thomas E. Alford.

In accordance with Constitution Article VIII, Section 1, and Bylaws Article III, Section 1(b), two nominations are presented for the office of vice president and president-elect. One will be elected to office.

Vice President and President-Elect

Regina U. Minudri, director of library services, Berkeley Public Library, 2090 Kittredge Street, Berkeley, CA 94704.

Donald J. Sager, city librarian, Milwaukee Public Library, 814 W. Wisconsin Ave., Milwaukee, WI 53233-2385.

Council

In accordance with Bylaw Article III, Section 1(c), 50 nominations are presented, 25 to be elected for the four-year term, 1985 – 89. Nominees are: *Cecil Beach,* director, Libraries Division, Broward County Board of County Commissioners, Ft. Lauderdale, Fla.; *Rebecca J. Taylor Bingham,* director, library media services, Jefferson County Public Schools, Louisville, Ky.; *Nancy M. Bolt,* president, JNR Associates, Milford, Ohio; *June Breland,* serials librarian/cataloger, Mississippi State University, Mississippi State, Miss.; *Kay Ann Cassell,* director, Huntington Public Library, Huntington, N.Y.; *Connie Champlin,* assistant supervisor, computer education, Omaha Public Schools, Omaha, Nebr.; *Luis F. Chaparro,* public services librarian, El Paso Community College, El Paso, Tex.; *Barbara Cooper,* public affairs director, Gale Research Company, Ft. Lauderdale, Fla.; *Linda D. Crowe,* system director, Peninsula Library System, Belmont, Calif.; *Julie Cummins,* children's services consultant, Monroe County Library System, Rochester, N.Y.; *Marva L. DeLoach,* head, CRM Division, Illinois State University, Normal, Ill.; and *Kenneth E. Dowlin,* director, Pikes Peak Library District, Colorado Springs, Colo.

Also, *Paul Fasana,* associate director, preparation services, The New York Public Library, New York, N.Y.; *Jack Forman,* reference/bibliographic services librarian, Mesa College Library and University of California, San Diego, Calif.; *George C. Grant,* director of library services, Stockton State College, Pomona, N.J.; *Kathleen Gunning,* assistant director for public services and collection development, University Libraries, University of Houston, Houston, Tex.; *Rodney M. Hersberger,* director of libraries, California State College-Bakersfield, Bakersfield, Calif; *Edwin S. Holmgren,* director, The Branch Libraries, The New York Public Library, New York, N.Y.; *Barbara Hull,* Samuel Gompers Vocational Technical High School, Bronx, N.Y.; *Stephanie Hutcheson,* assistant librarian—resources support, Harriet Irving Library, University of New Brunswick, Fredericton, N.B., Canada; *Richard D. Johnson,* director of libraries, State University College, Oneonta, N.Y.; *Judith M. King,* library media specialist, Montgomery Blair High School, Silver Spring, Md.; *Sheila M. Laidlaw,* university librarian, Harriet Irving Library, University of New Brunswick, Fredericton, N.B., Canada; *June Saine Level,* education program specialist, library media, Kansas State Department of Education, Topeka, Kans.; *Bernard A. Margolis,* director, Monroe County Library System, Monroe, Mich.; *Virginia H. Mathews,* vice president, Library Professional Publications, Hamden, Conn.; *Cheryl M. McCoy,* assistant director, Montclair Public Library, Montclair, N.J.; *Sue O. Medina,* consultant for planning and research, Alabama Public Library Service, Montgomery, Ala.; and *Albert J. Milo,* reference services coordinator, Santiago Library System, Orange, Calif.

Also nominated were: *Orthella Polk Moman,* head, technical services, Jackson State University Library, Jackson, Miss.; *Judy Mucci,* head, planning/local government department, Orange County Library System, Orlando, Fla.; *James B. Nelson,* director of libraries, Jacksonville Public Library, Jacksonville, Fla.; *Joan Neumann,* executive director, New York Metropolitan Reference and Research Library Agency, Brooklyn, N.Y.; *Richard Panz,* director, Finger Lakes Library System, Ithaca, N.Y.; *Ruth J. Person,* associate dean, Catholic University of America, Washington, D.C.; *Molly Raphael,* assistant to the director, District of Columbia Public Library, Washington, D.C.; *Lelia G. Rhodes,* dean of libraries, Jackson State University, Jackson, Miss.; *Carlton Rochell,* dean of libraries, New York University, New York, N.Y.; *Joseph A. Rosenthal,* university librarian, University of California at Berkeley, Berkeley, Calif.; *Al Saley,* director, Manville Public Library, Manville, N.J.; *Marilyn J. Sharrow,* chief librarian, University of Toronto, Toronto, Ont., Canada; *Ernest Siegel,* county librarian, Contra Costa County, Pleasant Hill, Calif.

Concluding the list are: *Kenneth G. Sivulich,* deputy director, Queens Borough Public Library, Jamaica, N.Y.; *Carol Starr,* branch manager, Pleasanton Branch, Alameda County Library System, Pleasanton, Calif.; *Nancy Stiegemeyer,* Editor, American Library Trustee Association *Newsletter,* Cape Girardeau, Mo.; *Susan J. Vaughn,*

associate librarian for collection development, Brooklyn College Library, Brooklyn, N.Y.; *Louella V. Wetherbee,* executive director, Amigos Bibliographic Council, Inc., Dallas, Tex.; *Evie Wilson,* visiting professor, School of Library and Information Science, Peabody College, Vanderbilt University, Nashville, Tenn.; *Blanche Woolls,* professor, University of Pittsburgh, School of Library and Information Science, Pittsburgh, Pa.; and *Christina Carr Young,* research associate, National Commission on Libraries and Information Science, Washington, D.C.

Further, the Nominating Committee recommends that wording be added to the ballot informing members that votes for fewer than 25 candidates will be counted, but more than 25 votes on the ballot will cause the ballot to be determined void.

Thomas A. Alford, Chair
ALA Nominating Committee

Al Trezza a petition candidate

Alphonse F. Trezza, associate professor at the Florida State University library school in Tallahassee, will run as a petition candidate for the ALA presidency in next spring's election. Trezza directed the National Commission on Libraries and Information Science in 1974–1980 and served as Illinois state librarian in 1969–74.

ALA, AASL representatives meet to discuss future structure

A group representing the ALA Executive Board and the American Association of School Librarians Board of Directors met at ALA Headquarters Sept. 26 to discuss AASL's demands for more autonomy if it is to continue as a division of ALA.

Most of the day-long meeting of the ALA/AASL Future Structure Subcommittee was devoted to discussion of seven conditions submitted by AASL for negotiation with ALA. The division said it wanted the right:

- to act as "the singular voice for school librarians on all matters pertaining to" school librarianship.
- to offer a "differentiated dues structure" permitting school librarians to join AASL without joining ALA.
- to invest unexpended funds in any of its accounts with ALA.
- to determine the frequency and location of its division conferences and to publish and hold copyright.
- to choose to contract with ALA offices for certain services and not for others.
- to determine its own staff employment policies.
- to affiliate with other associations.

The discussion resulted in modification and clarification of several of the conditions. ALA Executive Director Robert Wedgeworth advised on ALA's copyright position as an incorporated body, and the item on publishing was dropped. AASL is free to publish independently, he noted.

On contracting outside ALA for services, AASL Past-President Judith King said the division was mostly interested in obtaining additional services, not replacing ones it currently gets from the Association.

Executive Board member Regina Minudri asked King whether the right to "act as the singular voice" for school librarians should be interpreted as the freedom to act independently of ALA policy. King replied that AASL was not seeking that degree of independence, but that the division wants to be able to submit a minority report if it disagrees with an Association action.

Other of AASL's conditions were viewed by the Executive Board representatives as unworkable. Minudri called the idea of changing AASL's dues structure "a radical departure from current practice" that would require a membership vote on a bylaws change. Wedgeworth suggested that the Subcommittee look at alternate ways of reducing the dues burden of AASL members, such as reduced initial dues.

ALA Comptroller Si Wilson provided information on the Association's system of

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fund accounting to demonstrate the infeasibility of investing funds from a particular division account, as AASL is requesting.

Ernest Martin, ALA Associate Executive Director for Administrative Services, addressed the difficulty of allowing AASL to set its own employment policies. Martin feared such an action would result in inequities in pay for similar positions at Headquarters and competition for employees between ALA units. He also pointed out that the ALA personnel office must monitor equal-opportunity and affirmative action programs for all positions.

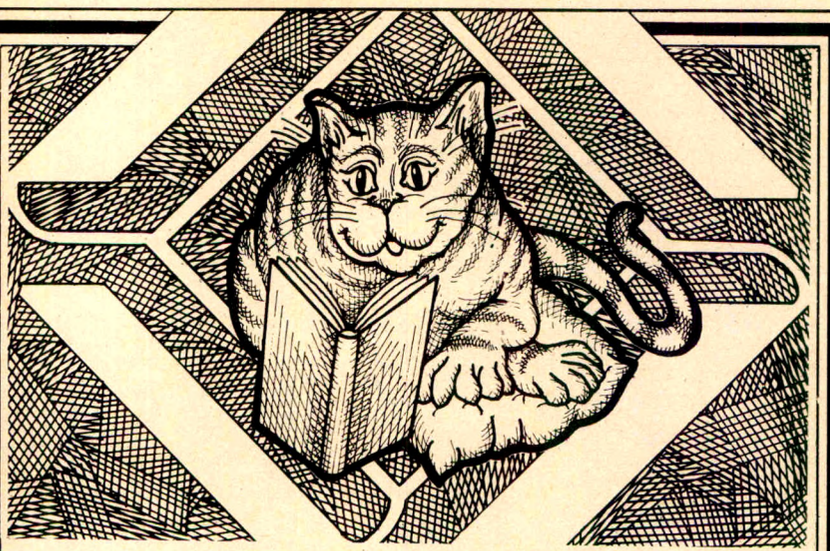
Minudri will draft a report on the meeting to be reviewed by King and Executive Board member Jane Anne Hannigan and submitted to the Executive Board. The subcommittee hopes to have the approved report ready in time for AASL's third national conference Oct. 31 – Nov. 4 in Atlanta, where division members will discuss future actions.

— *Gordon Flagg*

COA reaccredits library programs

Seven programs in library education leading to the first professional degree will continue to be accredited by the American Library Association, the Committee on Accreditation has announced.

The master's programs are those of the Graduate Library School at the University of Chicago, the School of Library Service at Columbia University, the School of Library and Information Science at North Texas State, the School of Information and Library Studies at the State University of New York/Buffalo, the Graduate School of Library and Information Science at Simmons College, the School of Library and Information Management at the University of Southern California, and the Graduate School of Library and Information Science at the University of Washington.



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ALA awarded $45,764 to explore accreditation process

The American Library Association will receive $45,764 in Higher Education Act Title II funds to examine and make recommendations on the accreditation process in cooperation with other interested groups, the U.S. Department of Education announced in mid-September.

The ALA Committee on Accreditation/USDE project is designed to explore procedures and guidelines for the participation of a variety of associations in the accreditation of library and information science education programs. A steering committee composed of two COA members and one member from each of the participating societies will coordinate the work of six task forces representing the groups. Each of the task forces will meet three times over the 18-month project period beginning in October.

The effort is expected to produce a report with a set of recommendations for procedures and guidelines providing a basis for group participation in accreditation and a possible revision of the ALA *Standards for Accreditation, 1972*.

Your input requested

Libraries using new technologies in providing community information services are asked to make themselves known to the Public Library Association's Community Information Section Technologies Committee. The committee is collecting information for a directory.

Names and addresses of libraries using or planning to use innovative technologies for community information services, including computers and cable TV, should be sent to committee chair Jane Light, Redwood City Public Library, 881 Jefferson Ave., Redwood City, CA 94063. Light will send a questionnaire to the libraries to obtain specifics about the technology used and the service provided.

• For the Public Library Association President's Program slide presentation being planned as part of "The Low-Budget, Feel-Good, Multisensory Public Library Road Show," PLA is collecting slides celebrating small and medium-sized libraries in the

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United States. The slides should use 35mm color film, horizontal format, scenic identification in at least one slide (mountains, desert, or ski slope) focus on people, and indicate a variety of services and users.

Slides, which cannot be returned, should be mailed by Nov. 31 to Kathy Coster, Library Video Network, Blue Sky Studio, 1811 Woodlawn Dr., Baltimore, MD 21207.

Midwinter Placement Center: OLPR to sell job lists

Individual job hunters and employers seeking to fill positions will be able to purchase sets of completed job listings and application forms at the ALA Midwinter Meeting Placement Center in Washington, D.C., in January. The Office for Library Personnel Resources will mail out the materials to people who cannot pick them up in the Shoreham Hotel.

The center will operate in the Shoreham Exhibit Hall, lower level, Saturday, Jan. 5, from noon to 5 p.m.; Sunday, Jan. 6, from 9 a.m. to 5 p.m.; Monday, Jan. 7, from 9 a.m. to 5 p.m.; and Tuesday, Jan. 8, from 9 a.m. to 2 p.m.

Price lists and information for purchasing the completed sets by classification category (e.g., type of library or function) or whole sets as well as the forms themselves may be requested from OLPR at ALA Headquarters.

OLPR Director Margaret Myers urges jobseekers and employers to preregister by Dec. 18 to facilitate processing. To request a single form, indicate employer or jobseeker and enclose a self-addressed stamped no. 10 envelope. Requests for multiple forms should enclose a mailing label.

$1,500 scholarships offered by LITA and ALSC

Students preparing for a library career in automation or children's literature are eligible for two new $1,500 scholarships to be awarded by the Library and Information Technology Association and the Association for Library Service to Children.

C.L. Systems, Inc., is funding the LITA/CLSI scholarship to be given to a student entering a master's degree program emphasizing library automation at an ALA-accredited school. Applicants should not have completed more than 12 hours toward the degree before June 1.

The deadline for completed applications, including all references and transcripts, is Dec. 15. For an application and reference form, write LITA/CLSI Scholarship, LITA, ALA, 50 E. Huron St., Chicago, IL 60611.

Bound to Stay Bound Books, Inc., is financing the ALSC/Bound to Stay Bound Scholarship for men and women pursuing an MLS or an advanced degree for future work in the area of children's services. The applicant must be enrolled full time at an ALA accredited library school offering a full range of courses in children's materials and library service to children.

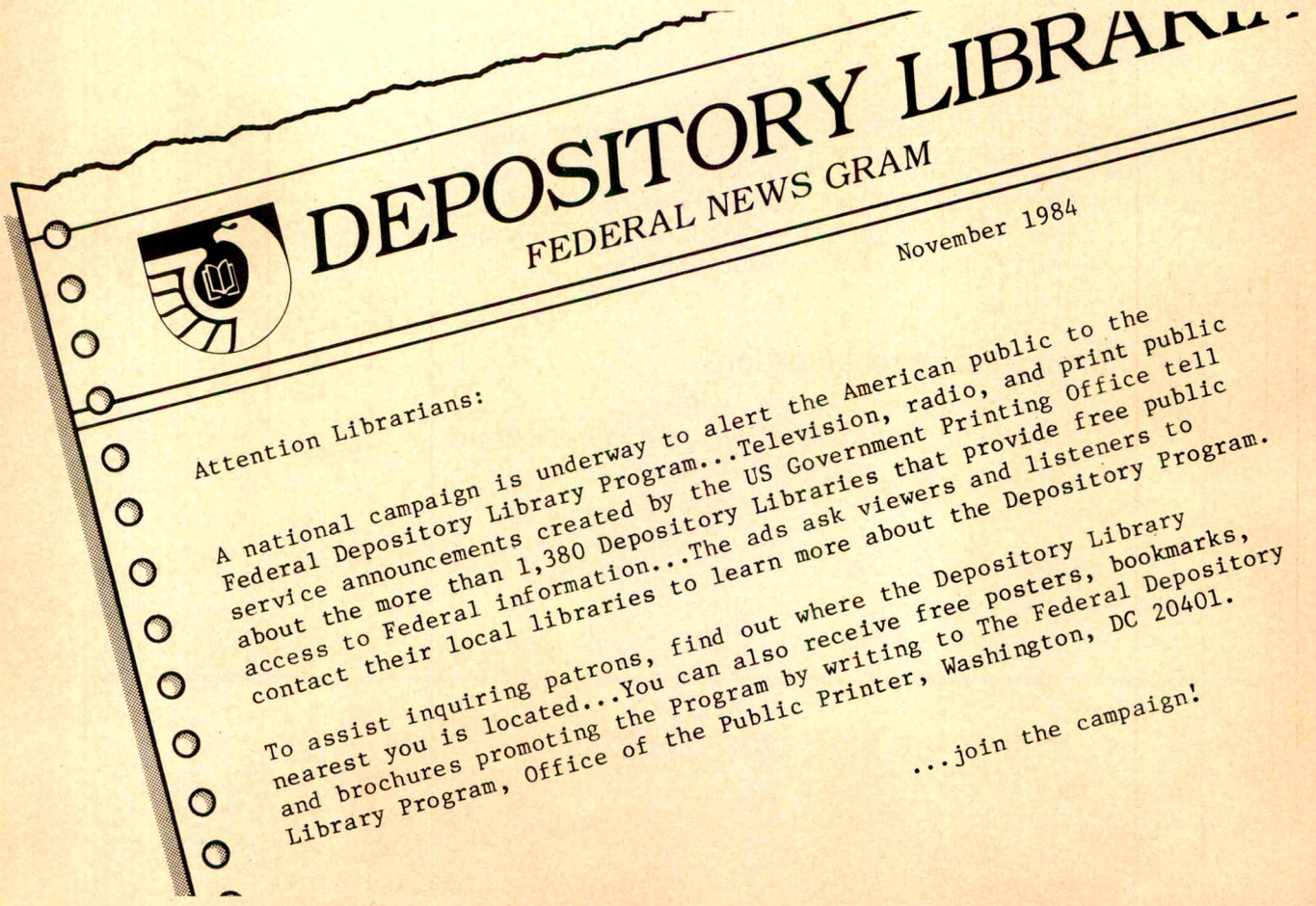
Five copies of the application form must be submitted by March 1, 1985. The winner will be announced at ALA Annual Conference. For information and application forms, write ALSC/Bound to Stay Bound Scholarship, ALSC, at ALA Headquarters.

ALANET provides mail link to worldwide Telex network

ALANET Systems Manager Joel Lee recently announced that the ALA electronic mail and information service has introduced XMAIL (cross mail) to connect the ALANET system with the worldwide Telex and telegram networks.

XMAIL is a new service of ITT Dialcom, Inc., which provides ALANET's computer services. XMAIL allows users to send and receive messages on communicating personal computers, word processors, or computer terminals. The service links users to some 200,000 public Telex terminals in the United States and more than 1.8 million terminals overseas. Messages can also be sent simultaneously to other ALANET electronic mailboxes.

The XMAIL links to Telex, TWX, mail-



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grams, and other networks dramatically expand the utility and range of the growing ALANET electronic network, Lee points out. The service eliminates the need for special Telex terminals and enhances the privacy of the incoming message. XMAIL can also deliver the same message to as many as 500 addresses simultaneously, lowering transmission costs and speeding message distribution. The system can be reached through all major telecommunications networks – Telenet, Tymnet, Uninet, and Datapac—as well as direct-dial connections in New York City and Washington, D.C. The price includes ALANET's normal hourly rates of $17 or $13, plus the telex transmission rates, which vary according to destination.

Like the ITT Dialcom electronic mail system, XMAIL includes the ability to prepare texts offline, an integrated online text editor, a spelling-error detection and correction system, and text justification.

In addition to electronic communications, ALANET offers special information services to the library and information community, among them several electronic newsletters, interactive forms for interlibrary loans, a library supplier's service menu, a network-wide bulletin board, and special databases such as the Official Airlines Guide, UMI Article Clearinghouse, and ABI/INFORM. For information, contact Lee at the ALA Headquarters Library.

Action Exchange to give $10 for published replies

For the many hundreds of readers who send answers to *AL*'s Action Exchange column, sharing information with colleagues has been its own reward. In token recognition of respondents' efforts, however, *AL* will now send a check for $10 to the authors of published replies. See p. 730 for this month's Qs and As.

New faces, new jobs at HQ

Emily Melton, a graduate of the Indiana University library school, was appointed assistant Headquarters librarian Sept. 24. A resident of Evanston, Melton formerly was librarian at the Bank of Wheaton, Ill. In 1979–81, she worked in the Documents Department at the University of Illinois/Chicago Libraries.

Former Case Western Reserve University library school Librarian Bettina MacAyeal began working Sept. 17 as an associate editor in Publishing Services. A graduate of Case Western's Matthew A. Baxter School of Library and Information Science, MacAyeal is developing and editing manuscripts, issuing contracts, and obtaining prepublication permissions.

Ray Olson, a former reference librarian at the St. Paul (Minn.) Public Library, was appointed assistant editor, Adult Books, at *Booklist*. Olson, who earned his master's at the University of Minnesota library school, has published book, theater, music, and film reviews in *Library Journal, Voice of Youth Advocates,* and other journals and newspapers.

ALA's new public information officer is Deborah Robertson, who has worked at Headquarters since January 1982. A University of Michigan graduate, Robertson began as an editorial assistant at *Booklist* and then became copy editor in Publishing Services' Central Production Unit.

Barbara Macikas, Association of College and Research Libraries continuing education officer since November 1981, was appointed assistant Conference Arrangements manager for planning and promotion Sept. 24.

On Nov. 1 Vee Freisner became Public Library Association program officer. Currently chair of PLA's Education of Public Librarians Committee, Freisner has served at the Kansas State Library since 1978, most recently as director of both the Library Development Division and the Network Board.

Freisner earned a master's in library science at the University of Illinois at Urbana and a master's in English at Kansas State University. □

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the source

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publicity

"Crisis PR" documented. *Impact! A Community Awareness Project* is a detailed account of a three-year project to implement a full-scale public relations program at a Saskatchewan branch library. Authors Patricia Cavill and Karen Labuik thoroughly document all phases of the program, from the initial community survey through the subsequent advertising campaign and publicity drive.

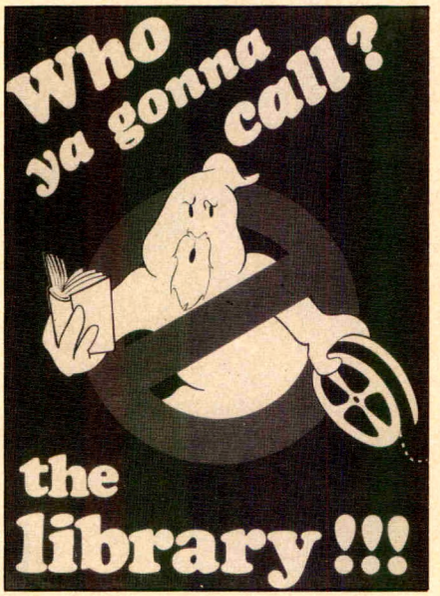
A section of the report titled "Crisis PR" describes efforts made in response to a town referendum to decide whether the library should remain open. The library's campaign involved personal letters sent to residents, telephone calls, handbills, a library open house, and calls to an open-line radio show. On election day, 89 percent of the voters chose to keep the service.

The 119-page paperback, which reprints dozens of press releases, newspaper ads and articles, survey forms, and other materials used in the campaign, is $15 from the Canadian Library Association, 151 Sparks St., Ottawa, ON K1P 5E3, Canada.

A different kind of library catalog at the Sacramento (Calif.) Public Library encourages patrons to purchase items needed by the library. Among the items listed in the eight-page, illustrated catalog are stuffed storybook animals for $15, language audiocassettes for $20, magazine subscriptions for $25, and a puppet show for youngsters for $40. Big-ticket items include a computer terminal for $2,150; a new circulation desk to replace a broken, 40-year-old one at a neighborhood library for $3,000; and an offset printing press for $15,000. In the Neiman-Marcus range is a new wing for a regional library, priced at $400,000.

Marketing and the Library, edited by Gary T. Ford, encourages library administrators to use marketing applications and research. The volume contains essays on "Megatrend Marketing: Creating the Library's Future," "Library Market Segmentation," "The ABCs of Implementing Library Marketing," "Distribution of the Library's Product: The Need for Innovation," and "Marketing Myopia."

The 80-page volume, originally published as vol. 4, no. 4 of the *Journal of Library Administration,* is $14.95 from Haworth Press, 28 E. 22nd St., New York, NY 10010 (84-668, 0-86656-307-5).



That's the spirit! Fast on the moon-walking heels of a Michael Jackson – inspired "Read It!" poster (see July/Aug. Source, p. 539) comes yet another promotion from the West Virginia Library Commission. This decidedly bookish ghost (bearing a spooky resemblance to State Library Commissioner Frederic Glazer) is featured on a 17½-by-23-inch poster, available in limited supply for $5 from the West Virginia Library Commission, Cultural Center, Charleston, WV 25305.

Library Fund-Raising: *Vital Margin for Excellence* addresses theoretical and philosophical approaches to fundraising as well as practical considerations. Five essays, edited by Sul H. Lee, discuss fundraising at large public universities, establishing a trust at a public library, relationships with donors at a private university, and fundraising strategies presented in kit form. A selected bibliography suggests further readings in the area. 88 p., $18.95 from Pierian Press, POB 1808, Ann Arbor, MI 48106 (84-60638, 0-87650-180-3).

librarian's library

Popular Culture in Libraries is a guide for librarians who wish to develop popular culture resources in their collections. Author Frank Hoffman begins by offering a definition of popular culture and then presents an overview of popular literature genres such as science fiction, mysteries, romances, and westerns; popular music; Hollywood films; comic books and strips; radio; television; the underground press; and other areas of the field.

In other chapters, William Schurk describes the popular culture library at Bowling Green (Ohio) State University, and Haynes McMullen and Jay E. Daily discuss the study of popular materials in the library school curriculum. Approx. 350 p., $29.50 cloth (0-208-01981-2), $18.50 paper (0-208-01983-9) from Shoe String Press, Inc., POB 4327, Hamden, CT 06514 (84-17165).

Problem patrons portrayed. A drunk looking for shelter in the library; a cigar smoker who refuses to heed "no smoking" signs; a bully who picks fights with strangers in the library; an Italian woman demanding that the library remove *The Godfather* from the shelves; an obscene graffiti artist; and a member of a religious sect soliciting funds in the library's doorway are among the 40 cases presented by Bruce A. Schuman in *River Bend Revisited: The Problem Patron in the Library*. The cases are followed by questions for discussion and lists of additional readings relating to the problem.

A sequel to the author's *River Bend Casebook,* the 186-page paperback is $22.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (84-10451, 0-89774-125-0)

History of Libraries: *Ancient and Mediaeval* is a survey of the growth and development of libraries as repositories of information and knowledge. In his introduction, author D.N. Marshall of the University of Bombay department of library science says that his book is "intended primarily as an introduction to the subject for those interested in the study of how human records have evolved and how they have been preserved, processed, and organized for use." Chapters cover the subject from Ancient Egypt, Assyria, and Babylonia through the New World. Not indexed.

Published by India's Oxford & IBH Publishing Co., the 151-page text is distributed in the U.S. by Humanities Press, Inc., Atlantic Highlands, NJ 07716 at $13.50.

The Library in Society was written as a text for "Foundations of Librarianship" courses, to impart a sense of professionalism to beginning librarians and serve as a vehicle of socialization into the profession.

Authors A. Robert Rogers and Kathryn McChesney, with other contributors, open with a discussion of the social, philosophical, and historical background of librarianship. Part two contrasts the major types of libraries: national, governmental, public, school, academic, and special. Part three covers international librarianship continent-by-continent. The concluding section examines professional organizations and literature, the impact of industrial and post-industrial societies on the library, and the role of the library in combating illiteracy in the Third World.

297 p., $28.50 cloth (0-87387-379-X),

$19.50 paper (0-87287-398-6) from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (84-15440).

info briefs

Effective Online Searching: *A Basic Text* is a tutorial volume designed for one-semester introductory courses on information retrieval. Authors Christine Borgman, Dineh Moghdam, and Patti Corbett offer background on online retrieval systems and sections covering search strategy and execution, databases, vocabulary control, advanced searching techniques, performance measurement and evaluation, equipment considerations, and other areas. The 201-page guide also includes end-of-chapter exercises reinforcing the concepts covered in the text. $27.50 from Marcel Dekker, Inc., 270 Madison Ave., New York, NY 10016 (84-9409, 0-8247-7142-7).

Another introductory manual to database searching is *Online Information Retrieval Systems*. Bernard Houghton and John Convey have updated and expanded their 1977 work to reflect advances in the field in the past seven years. Part one of the guide describes the development of online services in the U.S. and Europe, hardware, and searching principles and strategies. The second part is a practical guide to searching techniques for six American and European online systems. Published by Britain's Clive Bingley Ltd., the 205-page volume is $21.50 from Shoe String Press, 995 Sherman Ave., Hamden, CT 06514 (0-85157-363-0).

Bulletin board survey

Patrick Dewey, director of the Maywood (Ill.) Public Library and author of *Public Access Microcomputers: A Handbook for Librarians* (Knowledge Industry), is conducting a survey on the operation of electronic bulletin boards by libraries. The survey includes questions on hardware and software used, staffing, publicity, services offered, and amount of use.

"I am far less interested in performing a statistical measure of how many libraries are maintaining a bulletin board system than I am in determining what they are doing with it," said Dewey. He plans to use the anecdotes, problems, and experiences offered by respondents in writing a guide for librarians who are considering setting up bulletin boards.

For a copy of the survey form, write Dewey at the Maywood Public Library, 121 S. 5th Ave., Maywood, IL 60153 or phone him at 312-343-1847.

Online services in British PLs. *The Development of Online Information Retrieval Services in Public Libraries* is a brief overview of 18 research projects on the use of online databases in public libraries in Great Britain. The research, funded by the British Library Research and Development Department (BLR&DD), covered services ranging from major bibliographic utilities such as DIALOG to the creation of local databases. Author Nick Moore's review summarizes the nature and volume of use, fee policies, publicity, equipment, training, and the overall effect on library services. The 33-page paperback, number 5 in the British Library Research Reviews series, is $5 prepaid from the British Library Research and Development Dept., 2 Sheraton St., London W1V 4BH England.

By the numbers. Although numeric databases have been proliferating in recent years, they have not enjoyed the type of acceptance librarians have given bibliographic databases. Editors Ching-chih Chen and Peter Hernon set out to remedy that with *Numeric Databases*, a guide to the fundamentals and usefulness of these files. The first chapters provide an overview of the field; the next section discusses databases in specific subject areas, including science and technology, the social sciences, census information, and public opinion polls; the final chapters deal with the role of libraries and information centers in using numeric databases. 332 p., $29.95 from Ablex Publishing Corp., 355 Chestnut St., Norwood, NJ 07648 (83-25761, 0-89391-247-6).

Nonbibliographic databases containing both numeric and textual information were the subject of a recent survey of 34 Association of Research Libraries members. Thirty-one of the respondents access nonbibliographic databases

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through online vendors; 12 acquire their own databases; but only four have developed collection policy statements for this area.

Over half of the respondents offer services beyond database retrieval: 15 libraries provide advice on database guides and other resources, nine offer help on using programs, and one offers programming services.

The results of the survey, along with two committee and task force reports, two examples of manuals and descriptions, two documents on the use of nonbibliographic databases, and a list of resources, have been published by the ARL Office of Management Studies. The 100-page paperback (SPEC Kit #105) is $15 ($7.50 for ARL library members) from the SPEC Center, ARL/OMS, 1527 New Hampshire Ave., N.W. Washington, DC 20036.

special services

Closing the Gap is a tabloid newspaper devoted to the use of microcomputer technology in special education and by disabled people. A recent issue featured articles on speech synthesizers, a word-processing system for blind persons, a pressure-sensitive keyboard for disabled persons, telecommunication systems, and other products; software reviews and announcements; book reviews; and a list of conferences and other events. Six bimonthly issues are $15 ($22 for Canadian and Mexican subscriptions) from Closing the Gap, POB 68, Henderson, MN 56044.

Deaf Heritage Week packet. A free packet of materials to promote Deaf Heritage Week, including suggestions, resource lists, and publicity materials, is being distributed by the District of Columbia Public Library to state libraries and appropriate agencies.

ALA has been involved in promoting Deaf Heritage Week, set for December 2 through 9. At Midwinter Meeting in January, Council passed a resolution urging President Reagan to issue a presidential proclamation observing the week.

For more information on the publicity packet write Alice Hagemeyer, Librarian for the Deaf Community, District of Columbia Public Library, 901 G St., N.W., Washington, DC 20001.

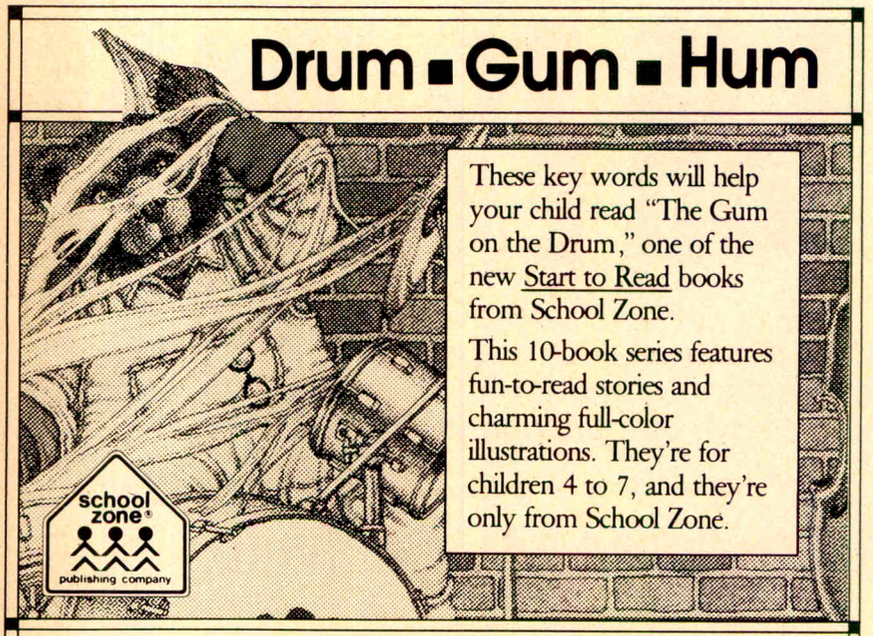
Large print award winner. The Jackson-George Regional Library in Pascagoula, Miss., has won the first G.K. Hall Large Print Community Service Award. The $1,000 prize, given annually to the library or librarian demonstrating outstanding efforts in promoting or using large print books, was presented at ALA Conference in Dallas.

Under Outreach Coordinator Flo Scholtes, the Jackson-George Regional Library launched numerous projects involving its large print program:

- February 1983 and 1984 were designated "Large Print Month," during which librarians wore "I Love Large Print Books" buttons; bookmarks, posters, and handouts were distributed in library branches, churches, and businesses; and notices about large print books were placed in area church bulletins and the in-house publications of local firms.
- An ongoing media campaign resulted in stories on the program appearing in local and regional newspapers, as well as on television.
- Publicity materials on large print books were displayed in doctors' and optometrists' offices, hospitals, and senior centers.
- Rotating collections of large print titles were circulated to 11 senior centers, five nursing homes, and the occupational therapy sections and psychiatric wards of three nearby hospitals.
- Solicitations for funds and materials were made to local churches, businesses, civic groups, and national organizations such as the American Bible Society.
- A workshop sponsored by the library on services for the visually impaired and other handicapped individuals was attended by 69 librarians, special education teachers, speech therapists, and representatives from senior centers, hospitals, home health agencies, and nursing homes.

Films depicting blind people living their lives to the fullest are available for sale or rental from Phoenix Films. The films, produced by the American Foundation for the Blind, show successful blind and visually impaired men and women, methods of educating blind children,

Drum • Gum • Hum



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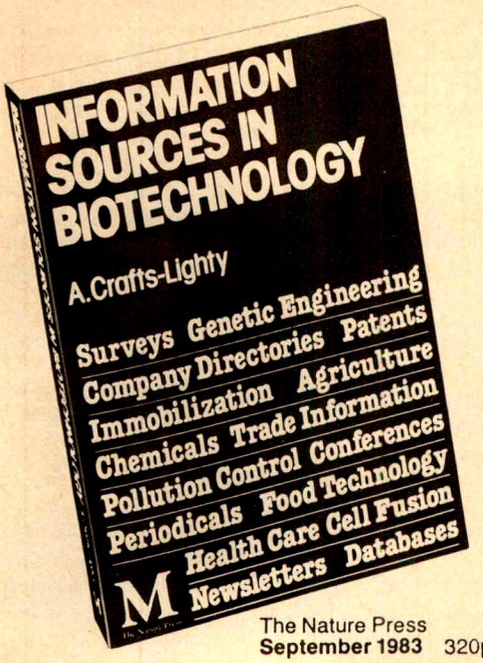

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descriptions of types of visual impairment, how to guide a blind person, and how to communicate with deaf/blind people. For a brochure describing the films write Phoenix Films, 468 Park Ave. South, New York, NY 10016.

"Library Services to the Aging" is the theme of the winter 1984 issue of the New York State Library's *Bookmark*. Eight articles deal with such topics as the Brooklyn Public Library's SAGE (Service to the Aging) program, outreach to older adults in a rural library system, film programming for older adults, and legislative programs for the elderly in New York State. A selective bibliography lists over 125 articles on "Library Services and Older Americans." Single copies are $1 prepaid, $2 foreign (payable to the New York State Library), from Gift and Exchange Section, New York State Library, Albany, NY 12230.

Medicare rights. Legal Counsel for the Elderly, a nonprofit legal services project sponsored by the American Association of Retired Persons, has published a self-help series to inform individuals of legal rights under Medicare.

The four booklets are in question-and-answer format and include sample letters and forms. Book One covers eligibility rights and application procedures; Book Two discusses overpayment, termination of benefits, and how to help others with Medicare problems; Book Three tells how to assure maximum coverage in hospitals, nursing homes, and hospices, and how to minimize out-of-pocket costs; Book Four tells how to assure maximum coverage for doctor services, how to get reimbursed, and how to obtain a review of a Medicare decision.

Each booklet is $5.95 ($19.95 for all four) plus 50¢ postage from Legal Counsel for the elderly, POB 19269-K, Washington, DC 20036.

Standards for service revised. *Revised Standards and Guidelines of Service for the Library of Congress Network of Libraries for the Blind and Physically Handicapped 1984* contains the standards adopted by the Board of Directors of ALA's Association of Specialized and Cooperative Library Agencies on Jan. 9, 1984.

The 55-page paperback contains a forword giving a history of the development of standards for libraries in the national network; an introduction describing the scope and purpose of the document; standards covering such areas as administration, staffing, physical facilities, resource development, and service to users; guidelines to assist libraries in developing measures to meet the standards; a glossary; and a bibliography. $6.50 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (84-6356, 0-8389-3306-8).

Library needs of the deaf. The IFLA Working Group on Library Needs of the Deaf, established at the 1983 IFLA Conference in Munich, has inaugurated a newsletter to report on activities, publications, and events concerning information services for deaf people. For a copy of the first issue of the *Deaf Newsletter*, send an International Postal Reply Coupon sufficient to cover 15 grams weight to the IFLA Working Group on Library Needs of the Deaf, c/o Leeds Polytechnic, School of Librarianship, Beckett Park, Leeds, West Yorkshire LS6 3QS, United Kingdom.

microcomputing

How to Get Free Software is a guide to obtaining thousands of public-domain programs, most available free or at-cost. The 436-page paperback tells how to get word processing, communications, database management, game, educational, and other programs from user groups, bulletin board services, and other sources.

Author Alfred Glossbrenner also includes a section called "How to Help Your Own Local Library," suggesting that computer buffs donate disks of public-domain programs to their libraries to establish circulating software collections.

Software Showcase:

Programs generate book and periodical indexes

Two new programs from Capital Systems Group, Inc., allow indexers to produce high-quality, manual indexing while minimizing the tedium of keying and editing. Newsdex generates indexes for newspapers and other periodicals; Bookdex prepares back-of-the-book indexes. The programs, available for the IBM PC and compatible microcomputers, eliminate the need to write, file, and sort index cards and to type and retype manuscripts.

Newsdex and Bookdex operate in conjunction with standard word-processing programs such as Wordstar and PFS: Write. For Bookdex, page numbers and indexing terms are entered (Figure 1); for Newsdex, issue dates, page numbers, and indexing terms are entered (Figure 2). The input is then edited on the word processor as an ASCII text (non-document) file. Any number of posted and sorted files can be merged to cumulate the index. The final product is a printed, paginated index (Figures 3 and 4), showing the first entry on each page as a header.

The software also has the capability to subordinate index terms up to six levels; to produce an authority file from proper names entered as index terms; and to use the ASCII text file as input for electronic typesetting.

Newsdex and Bookdex were developed by the Capital Systems Group, based on indexing programs developed by the late Theodore H. Hines. The firm also distributes Checkmate and Golden Retriever, the serials and bibliographic database management systems developed by CLASS.

Each program is $395. For more information write Capital Systems Group, Inc., 11301 Rockville Pike, Kensington, MD 20895 (301-881-9400).

```
:4
Hitler, Adolf
Greece
:46
Greece/gods of
Hermes
:47
Heracles
Greece
Iliad
:236
Japan/occupation of
Johnson, Lyndon B
:375
Japan
Johnson, Lyndon B/Tet Offensive
Nuclear weapons/Kennedy and    375-380
Philadelphia
```

Figure 1: Bookdex input.

```
date = 031084

Women's work     B1-4

+women - salaries

+women - employment

sex discrimination in employment-economic aspects

equal pay for equal work-analysis

*Goodman, Ellen (editorial)

Gender gap-dollar gap     A3-1

+women - employment
```

Figure 2: Newsdex input.

```
American Revolution    390
Athens    391, 392
Continental Congress     SEE     Philadelphia
Greece    4, 47, 391
  gods of    46
  modern    392
Heracles    47, 391, 392
Hermes    46
Hitler, Adolf    4, 381
Iliad    47
Japan    375
  occupation of    236
Johnson, Lyndon B    229, 236
  Tet Offensive    375
Korea - War    250
Nixon, Richard M    229-235
  Presidency of    230
  Vietnam policy    230
```

Figure 3: Bookdex output.

```
SALARIES - WOMEN
 Women's work    Mr 10 1984     B1-4
SEX DISCRIMINATION IN EMPLOYMENT - ECONOMIC ASPECTS
 Women's work    Mr 10 1984     B1-4
 Gender gap-dollar gap    Mr 10 1984     A3-1
SPORTS
 SEE HOCKEY
WOMEN - EMPLOYMENT
 Gender gap-dollar gap    Mr 10 1984     A3-1
 Women's work    Mr 10 1984     B1-4
WOMEN - SALARIES
 Women's work    Mr 10 1984     B1-4
```

Figure 4: Newsdex output.

An excerpt from the book has been placed on the CompuServe Information Service and The Source. CompuServe subscribers should key in GO PCS-46 at any prompt and then key in R FREE.TIP at the "Key digit:" prompt that will then appear. On the Source, type QUIT at any menu prompt; when the command level arrow prompt (−)) appears, key in TY SFILES⟩STS554⟩FREE.TIP.

How to Get Free Software is $14.95 from St. Martin's Press, 175 5th Ave., New York, NY 10010 (84-13284, 0-312-39563-9).

Glossbrenner's guide to giveaway games, graphics, and other goodies.

Tutorial for Sperry and IBM PCs. "Learning PC-DOS and MS-DOS the Easy Way" is a diskette tutorial for the Sperry and IBM PCs, using graphics, sound effects, and interactive step-by-step instructions to teach the computer's most useful functions. The diskette covers keyboard familiarization, diskette formatting, copying and comparing, file directories, file copying and erasing, and other aspects of the microcomputer at the user's own pace. $39.95 from Sperry Computer Education, POB 2191, Princeton, NJ 08540 (800-222-0966).

instruction

Atlanta U. receives BI grant. The Atlanta University School of Library and Information Studies has received a grant of approximately $250,000 from the U.S. Department of Education's fund for the Improvement of Post-Secondary Education for a three-year bibliographic instruction program.

The project will train librarians from 17 historically black institutions in methods to introduce computerized bibliographic and information resources to faculty, students, and administrators at their schools.

Lorene B. Brown, dean of Atlanta's library school, said the program "will bring the information users in these historically black institutions to the cutting edge of modern information retrieval technology and provide minority students with the skills and techniques required for competitive positions in today's technological society."

BI clearinghouse guide. *The Bibliographic Instruction Clearinghouse: A Practical Guide* contains information on the 11 state, two regional, and three subject-specialized clearinghouses that act as a support system for bibliographic instruction librarians. The manual also includes chapters on clearinghouse depository collections, surveys and directories of bibliographic instruction programs, planning a bibliographic instruction workshop, and publishing a clearinghouse newsletter.

The 77-page paperbound guide is $9 to Association of College and Research Libraries members and $12 to others from ACRL, 50 E. Huron St., Chicago, IL 60611 (0-8389-6775-2).

Psychology research guide. *Library Research Guide to Psychology*, by Nancy E. Douglas and Nathan Baum, is the latest volume in Pierian Press's Library Research Guide series. Aimed at college students confronting their first assignments requiring in-depth research, the 83-page handbook teaches basic

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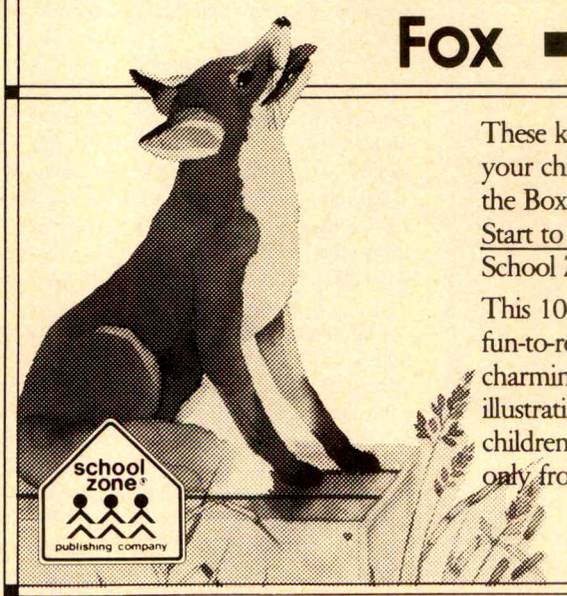

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search strategy and reference sources by working through a sample term paper in psychology.

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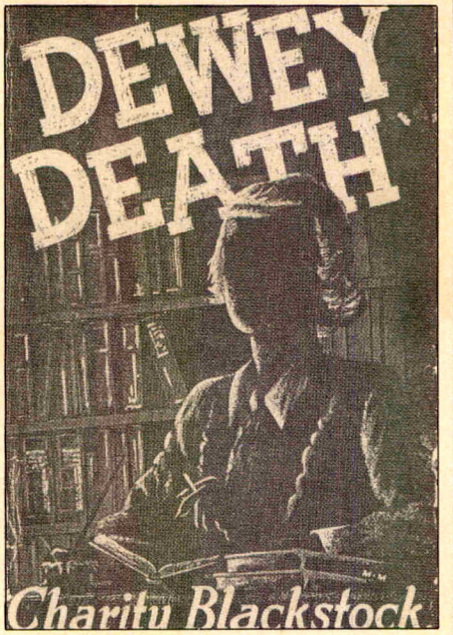
Bibliographic instruction is the theme of the April 1984 issue of *Catholic Library World*. Articles deal with library instruction in high schools, undergraduate libraries, community colleges, and graduate programs in education. Single copies are $3 from the Catholic Library Association, 461 W. Lancaster Ave., Haverford, PA 19041.

bibliography

Things that go bump in the bookstacks. *Occult/Paranormal Bibliography: An Annotated List of Books Published in English, 1976 through 1981* lists over 1,800 nonfiction titles published or reprinted during the period. Most entries include lengthy descriptions and critical commentaries, often including excerpts from reviews. A continuation of author Thomas C. Clarie's *Occult Bibliography: 1971 – 1975*, the volume covers all areas of the occult, ranging from witchcraft, magic, and monsters to astrology, alchemy, and reincarnation. Includes author, title, and subject indexes. 579 p., $35 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (83-20319, 0-8108-1674-1).

Many, many musicals are described in *Musicals! A Directory of Musical Properties Available for Production*, compiled by Richard C. Lynch. For approximately 400 shows available through U.S. licensing agents, the book gives the date and place of first production; credits for writers, composers, and lyricists; publication information; recordings; cast requirements; awards; and a brief plot summary indicating any potential production problems. A valuable resource for college, school, community, and other theatre groups selecting works for production, the 197-page volume is $19.50 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (84-486, 0-8389-0404-1).

A catalog of "biblio-mysteries"—mysteries having a bookselling, library, publishing, or other bookish setting—has been compiled by The Bookpress Ltd., a rare book dealer. The 554 titles, all offered for sale and given brief annotations, include such library tales as *Murder in a Library*, *Dewey Death*, and *The Mobile Library Murders*. Prices range from $2.50 for recent paperbacks to $2,000 for a first edition of Vincent Starrett's 1920 *Adventure of the Unique Hamlet*, thought to be the first piece of "Sherlockiana," about the search for a book. For a copy of the catalog write The Bookpress Ltd., POB KP, Williamsburg, VA 23187.



A classic library murder mystery listed in The Bookpress Ltd.'s "Biblio-Mysteries" catalog. Each chapter of the novel is headed with a title and its Dewey Decimal number.

nonprint

***Media and Microcomputers** in the Library: A Selected, Annotated Resource Guide*, by Evelyn H. Daniel and Carol I. Notowitz, describes literature dealing with nonprint media published since 1978 (earlier items are covered by Daniel's *Media in the Library*, published by the ERIC Clearinghouse on Information Resources in 1978). The 579 entries are divided into sections on general information, audio, film, slides and photographs, toys, video, computers, functional activities, copyright, and telecommunications. 157 p., $24.95 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (83-42935, 0-89774-117-X).

***Audiocassettes as Library Materials:** An Introduction* is a revised edition of a work by George H. Saddington and Eric Cooper first published in 1976 by the audiovisual groups of Britain's Library Association and Aslib. Chapters cover the development and potential of the medium, technical data, the cassette repertory, copyright considerations, and collection maintenance. 92 p., paper, $10 from Nigel Macartney, Treasurer, *The Audiovisual Librarian*, c/o The Library, The Hatfield Polytechnic, POB 110, Hatfield, Herts. AL10 9AD, United Kingdom (0-85365019-5).

Humanities programs offered. "Soundings" is a weekly, half-hour radio series featuring scholars and visitors at the National Humanities Center discussing history, literature, philosophy, religion, and other subjects. Program topics range from "Bioethics and Modern Medicine" and "Afro-American Culture and Literature" to "Philosophy and Public Policy" and "The Art of Literary Biography." Participants in the series include Amiri Imamu Baraka, Mortimer Adler, Leslie Fiedler, and hundreds of other figures from education, business, government, and the professions.

The center plans to make the entire backrun of 215 programs available on audio cassettes for $200, payable upon shipment. In order to offer the series at this price, which covers only the cost of tape, duplication, and shipping, the center needs a commitment for 250 orders by March 1, 1985. Librarians can receive more information, including a complete listing of "Soundings" programs and guests, by writing Marcia Ritchie, National Humanities Center, 7 Alexander Dr., Research Triangle Park, NC 27709 or phoning 909-549-0661. □

Statement of ownership and management

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Extent and nature of circulation

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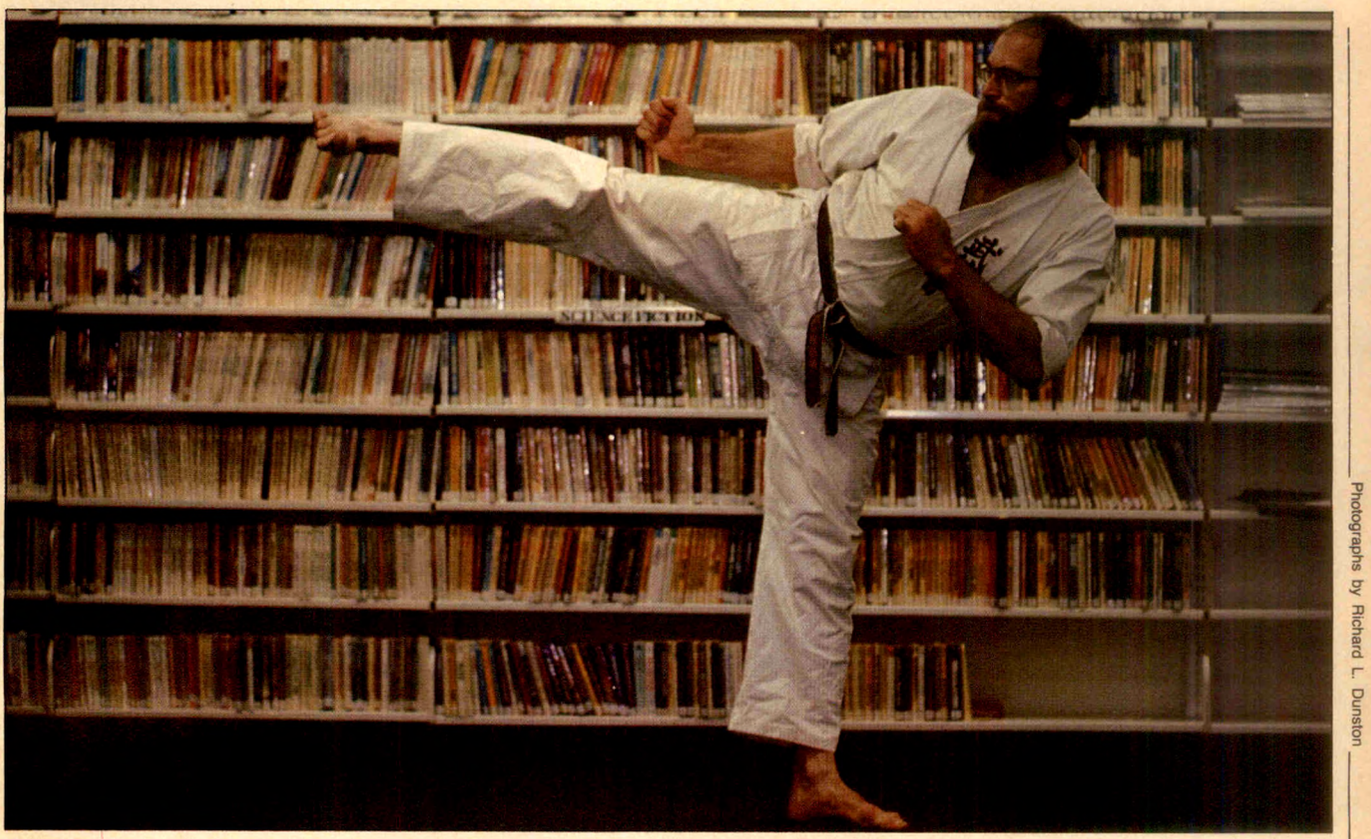
Statement of Ownership, Management and Circulation (PS form 3526) for 1984 filed with United States Post Office Postmaster in Chicago, Sept. 24, 1984.

youthreach

Black-belt children's programmer

Once-hot-tempered librarian teaches confidence and self-control of karate



Photographs by Richard L. Dunston

Wearing his gi, branch librarian Stockey executes a side kick at the Hilliard Library.

BILL STOCKEY SAYS THAT CHILdren's programming provides a fresh experience for him in his new job. He directs the Hilliard branch of the Chesapeake (Va.) Public Library.

"The number of children staying home and watching television disturbs me. I want to get them in here to change their habits and let them know there's a world outside of MTV."

Stockey presents an awesome physical presence for young patrons especially. The 200-pound, six-foot-two former football lineman has a dark beard and the forearms of a weightlifter. He also holds a fifth-degree black belt in karate and could cripple most attackers with one quick kick to the knee.

He believes karate has a place in children's programming. Since taking over the Hilliard post in July, he has given three karate demonstrations for youngsters in Chesapeake branches.

"Karate is a physical exercise with a philosophical purpose, which is to learn about yourself and know yourself," Stockey told young patrons during a recent program he gave at the South Norfolk branch. "We're constantly teaching you about your limits and what you can and cannot do."

School of hard knocks

Stockey believes that by teaching young people how to face adversity, they will learn how to take a hard knock and keep coming back.

"Most children have serious self-confidence problems in this day and age. I see so many youngsters who don't play team or competitive sports well. I like to give these kids a sense of their own worth and teach them they don't have to compete to measure it."

Karate has appealed to Stockey since he was seven or eight, but at that time, in the late '50s, few people were teaching martial arts. "Maybe it was the control I saw at a very young age. The depth of mind karate practitioners possessed always impressed me," Stockey said. "When I started taking lessons in my twenties, it was like coming home."

At 17 Stockey starred as a high school football player in White Plains, N.Y. He attended the College of William and Mary in Williamsburg on a football scholarship.

After graduating in 1976 with a specialization in European history, he worked as a stack supervisor at the college library for 2½ years. He supervised 33 student assistants. "I was a big brother and father confessor to a bunch of them, and I enjoyed that very much. That's when I decided to go to library school, because I liked the concept of working with people."

He went to the University of Kentucky and earned his MLS in 1979. For the next two years he ran the John Wood Community College library in Quincy, Ill., then spent a year teaching martial arts. By 1982 he sorely missed libraries. He joined the Chesapeake library system as a cataloger.

Image-buster

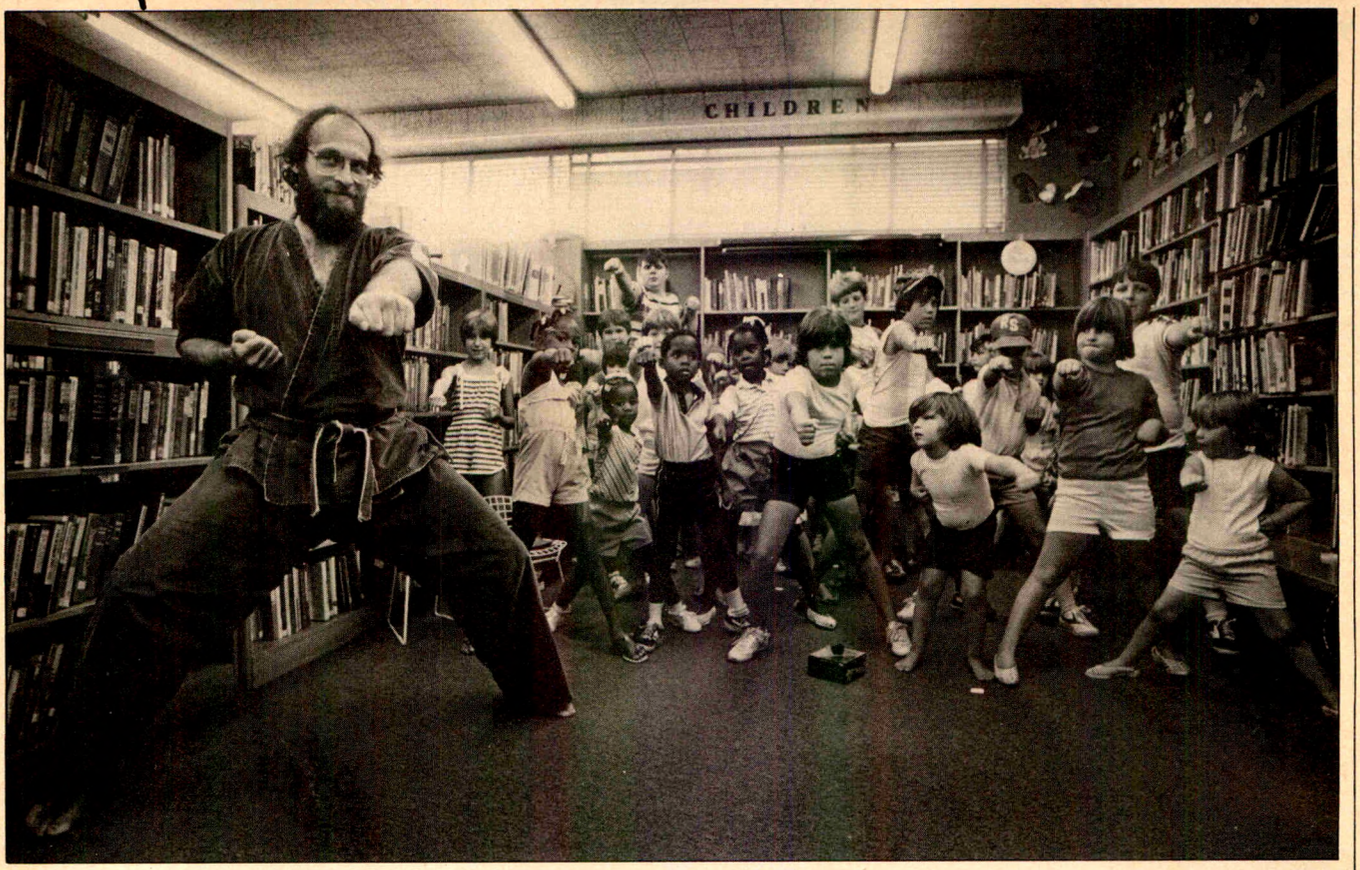
Most outsiders who meet Stockey are startled to learn he's a librarian.

"They carry around that stereotype with them of a little old lady or an effete, intellectual, thin, and Waspish male. Unfortunately, a few librarians out there do match the stereotype," Stockey said.

How does he respond? "There's not much you can say. I usually tell them they had a wrong idea about what librarians do and say. You can see now it was not correct."

His martial arts associates have the same stereotype. "They all say, 'What—you can't be!' "

(Continued next page.)



Bill Stockey teaches youngsters the basic horse stance and the blow that goes with it during a South Norfolk branch program.

Stockey is comfortable with the duality. "I like to think I'm an image-buster. Maybe it goes back to my days of radicalism. In fact, I'll deliberately go out of my way and try to blow the image apart. It creates a lot of fun times."

Stockey prefers public to academic libraries. "Unfortunately, for me academia tends to be too isolated and ivory-towerish."

Teaching karate principles

Stockey thinks adults talk down to children too much. "If you explain a concept in enough detail, allowing enough questions, children can understand. You can talk to them as peers."

He finds that children who are shy, lack concentration, or are socially withdrawn are helped most by karate training. "They end up with better grades, a better sense of what they want, a more considerate attitude toward their parents, and are more comfortable socially."

Most children who take his classes quickly learn the need for hard work and discipline; there are no instant Bruce Lees.

"They also learn that if they ever use karate in any situation *except* self-defense, it makes them less of a person. I tell them that if they can run, run! There is no shame in running." Stockey also advises students to try to talk themselves out of a difficult situation first.

Confrontation in Chicago

Only once in 13 years of studying karate has conversation failed Stockey. While in Chicago attending an Online conference last October, he was accosted on a dark street near his hotel. The attacker grabbed him and went for a weapon. "I knew instantly I had to do some serious self-defense. I locked his hand with my right hand and hit his elbow with my left hand. I probably dislocated his elbow. He went down and I ran."

"In football, the emphasis is on strength and one's ability to hit or maim someone," Stockey said. His own injuries included knee damage, several concussions, cracked ankles and ribs, and a dislocated shoulder. "I would never recommend football to any child before eighth grade. After age 13, maybe—if football is the kid's choice."

Once had a short fuse

In the early '70s when Stockey marched for peace and was considered a campus radical, he had an explosive temper. "I always met conflict with yelling and screaming—my reactions were very emotional. Karate hasn't made me a saint, but it has helped me learn how to control myself."

Today Stockey has his own karate studio called the Chesapeake Body Image, where he teaches students from seven to 40. He also conducts classes at the Old Dominion University Martial Arts Club, where he trains under eighth-degree black belt Tesshin Hamada. "When you talk to a high-ranking black belt, you feel in the presence of calm that is hard to describe," Stockey told *AL*. He teaches karate about 12 hours a week.

He wants to bring every Chesapeake branch at least one karate program. During the 45-minute sessions, he demonstrates basic control.

When he brings the audience into the demonstration, the first thing children learn is that all martial arts begin and end with respect. "We show them how to bow properly, and tell them they must learn to respect everyone."

Though Stockey says he doesn't have a large budget for programming, he is always looking for agencies and people in the community who can give presentations at the library. "The more patrons we can get to go through our programs the better. Then we have a base from which we can build community interest and have something to show the city council. My director, Robert Schalau, is very supportive."

He cited a forthcoming program on child abuse to be presented by representatives from the Chesapeake Social Services Department.

Controversial programs, irate patrons, or excess noise may threaten equilibrium in most libraries; but the same calmness prevails at Hilliard as in a karate class. Stockey lives what he preaches. —*E.McC.*

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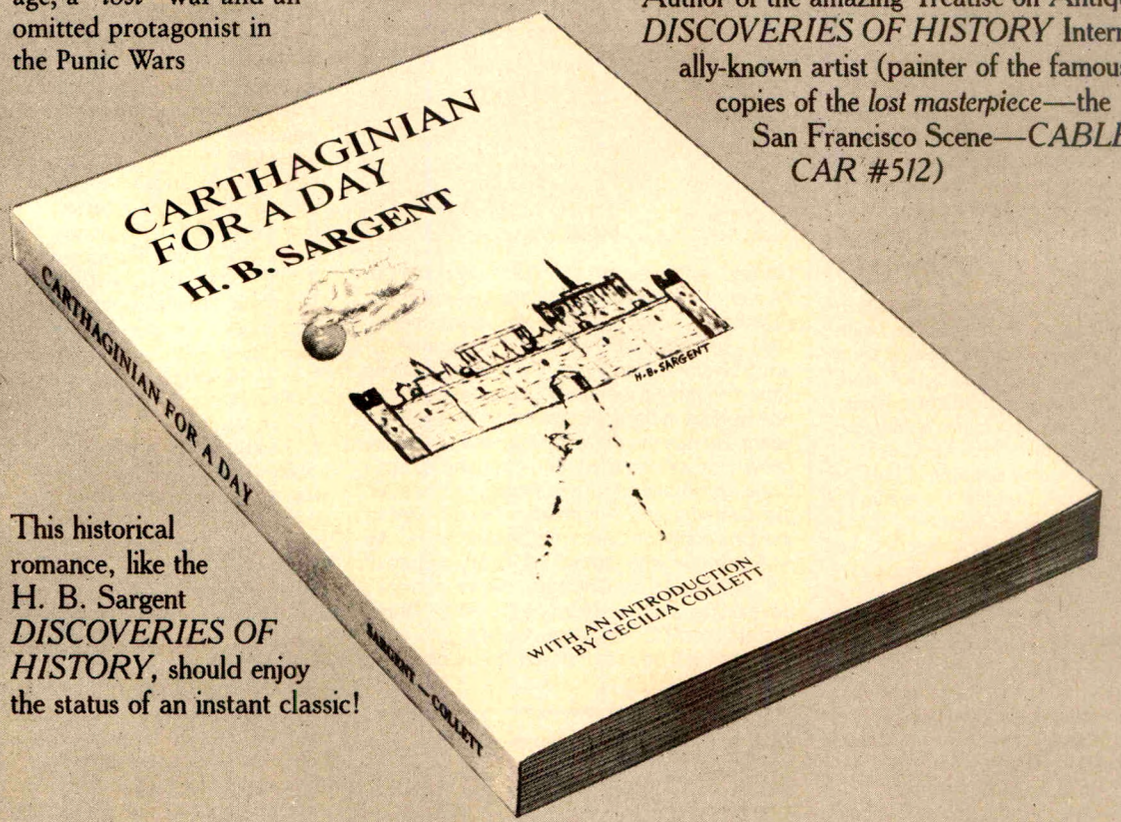

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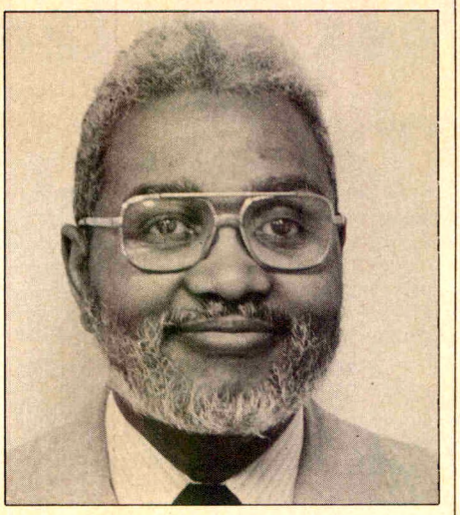
currents

ALA member ESTHER LOPATO, trustee of the Brooklyn (N.Y.) Public Library since 1973 and the first woman to be board president, is the 1984 recipient of the New York Library Association's Velma K. Moore award. Lopato chairs the New York City Reading Is Fundamental program and spearheaded the establishment of RIF clubs in each of the 58 Brooklyn PL branches. . . . Oct. 1 JOHN S. ROBLING retired as vice president for public affairs for Encyclopaedia Britannica, Chicago, Ill., to pursue interests in the field of television. Prior to joining EB in 1961, Robling was director of National Library Week, organizing it into the first major nationwide reading program in the U.S. He received the Distinguished Service award from ALA's American Association of School Librarians and was the first recipient of the Illinois Library Association's Gerald Campbell Memorial award. . . . SUSAN MONTIGNY and ALA member MARY SUE FERRELL recently became sales representatives for The Faxon Company, Westwood, Mass. Montigny's professional background includes service as assistant librarian in the Science Library at Simmons College, Boston; Ferrell, who was 1983 president of the Nevada Library Association, was formerly director of the Learning Resources Center at Western Nevada Community College in Carson City. . . . ALA member LINDA LESTER is now director of reference services at the University of Virginia's Alderman Library in Charlottesville. . . . ALA member EDWARD J. DELONG is now audiovisual librarian at the Virginia Military Institute's Preston Library in Lexington. . . . E. S. BEACOCK, former director of the London (Ont.) Public Library, has been appointed coordinator of the Cooperative (Work/Study) Enrichment Program at the University of Western Ontario library school in London. . . . At the Association of Research Libraries, Washington, D.C., DUANE WEBSTER is now deputy executive director, SUSAN JUROW is training program specialist in ARL's Office of Management Studies, and JAIA BARRETT and JEFFREY HEYNEN are ARL program officers. All are ALA members. . . . LARRY OSTLER is now assistant university librarian for information services at the Lee Library of Brigham Young University, Provo, Utah. . . . In July ALA member JOHN SCHROEDER resigned as director of the Research Libraries Group, located at Stanford University, to become director of software development at Datastream Communications, Inc., Santa Clara, Calif. . . . JANE LIGHT is now director of the Redwood City (Calif.) Public Library, succeeding KARL VOLLMAYER, who retired. Both are ALA members. . . . At the Tennessee Library Association annual conference, ALA member MARY GLENN HEARNE, director of the Nashville Room of the Public Library of Nashville/Davidson County, became 1984-86 president-elect and JESS A. MARTIN and ALA member JOHN DAVID MARSHALL were both 1984 recipients of special citations. Martin, director of the University of Tennessee Center for the Health Sciences Library in Memphis, won TLA's Honor award; Marshall, librarian at the Middle Tennessee State University Library in Murfreesboro, received the Frances Neel Cheney award. . . . BARBARA M. PRESCHEL is now executive director of the Public Affairs Information Service, Inc., a nonprofit publisher of bibliographies and indexes in the social sciences. An ALA member, she is a past president of the American Society of Indexers. She succeeds another ALA member, WILHELM K. BARTENBACH, who resigned to become director of online services at H. W. Wilson. . . . In August HOWARD M. SMITH retired as city librarian of the Richmond (Va.) Public Library. He was succeeded by ROBERT N. COSTA, formerly director of the Cambria County Library, Johnstown, Pa. Both are ALA members. . . . July 15 KATHLEEN MCHARG became director of the Oregon State Library's Division for the Blind and Physically Handicapped in Salem. . . . ALA member DANIEL G. ARMSTRONG recently became director of the Tippecanoe County Public Library, Lafayette, Ind., succeeding another ALA member, RALPH A. VAN HANDEL, who retired. . . . Among the library professionals recently receiving special recognition for their achievements are: ARLENE C. BIELEFIELD, director of Connecticut State Library's Division of Readers' Services; ALA member SHIRLEY HELFRICH, consultant for the Southern Maine Library District; ALA member LINNEA HENDRICKSON, former reference librarian at Pennsylvania State University, University Park; ANTJE LEMKE, professor of information studies at Syracuse (N.Y.) University library school; ROBIN M. PRICE, of the Wellcome Institute for the History of Medicine, London, England; WAYNE A. WEIGAND, professor in the library school at the University of Kentucky, Lexington; and ALA member KIETH C. WRIGHT, professor at the University of North Carolina/Greensboro library school. Bielefield received the Distinguished Alumnus award from the School of Library Science and Instructional Technology Student-Alumni Association of Southern Connecticut State University, New Haven; Helfrich was named School Library Media Specialist of the Year for 1984 by the Maine Educational Media Association; Hendrickson was awarded an NEH grant to complete a bibliography of criticism of children's literature; Lemke was voted one of 12 Outstanding Teachers for 1984 by Syracuse University students; Price was the recipient of the José Toribio Medina award from the Seminar on the Acquisition of Latin American Library Materials (SALALM) for his annotated catalog on the Wellcome Institute's collection of medical Americana; Weigand received a research grant from Forest Press to prepare a biography of Melvil Dewey; and Wright won a Frederick A. Thorpe Travelling Fellowship from the Ulverscroft Foundation of Anstey, England, to develop a course for the University of West Indies library school on serving the special needs of its community. . . . ALA member MARY J. CRONIN, former assistant director for public services at Marquette University Memorial Library, Milwaukee, Wis., is now director of libraries at Loyola University, Chicago, Ill. . . . D. PHILIP BAKER, 1980/81 president of ALA's American Association of School Librarians, recently became director of curriculum for the Stamford (Conn.) Public Schools. Baker, who was 1977 recipient of the Connecticut Educational Media Association's Rheta Clark award, had been Stamford's coordinator of library media programs since 1971. . . . THOMAS M. PEISCHL has been appointed dean of Mankato (Minn.) State University Memorial Library. An ALA member, he formerly held a joint position at SUNY College at Potsdam as director of the Frederick W. Crumb Memorial Library and director of computer services. . . . Two school library system directors recently retired: ALA member RHODA APPEL MOSESOF, supervisor of the Division of Fine Arts and Media for the Newark (N.J.) Public Schools, and ALA member FRANCES THOMPSON, supervisor of library services for the Omaha (Nebr.) Public Schools.

MAKING WAVES



Library automation specialist WALTER J. FRASER is now director of library services for Advanced Library Concepts, Sacramento, Calif., producer of the ADLIB Integrated Library System. Coming to the firm in 1983 as library technical services consultant, Fraser has worked in library automation for some 20 years. He has taught at the Rutgers University (New Brunswick, N.J.) and Emporia (Kans.) State University library schools and headed the Systems and Automation Department of the University of California/Davis Library. An ALA member who earned his library degree at the University of Chicago, he is currently developing a new automated serials control system for ALC, to be introduced early next year, and will be working with library clients to customize ADLIB specifications.

Deaths

ELIZABETH JOHNSON, 72, 1957 winner of the Junior Literary Guild award for her children's book *The Little Knight,* died Aug. 26. Johnson, who retired as librarian of Lynn (Mass.) Public Library in 1971, also contributed children's book reviews for ALA publications. . . . MARIETTA DANIEL SHEPARD, 71, retired chief of library development for the Organization of American States and former ALA Executive Board member, died Aug. 21. . . . MARY JANE NEFF, head of the Periodicals Department of William Allen White Library at Emporia (Kans.) State University, died July 21. . . . CAROL RIGGS HOLBROOK, director of the University of Michigan Business Administration Library, Ann Arbor, died July 19. A memorial fund has been established by the UM library school for a student award for excellence. □

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In fact, this best-selling encyclopedia is designed especially to serve the reference and study needs of both students and adults. The review notes, "In these twin purposes it succeeds admirably," and adds, "*World Book* deserves high marks for its overall currentness of information."

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From philosopher Aristotle to astronaut Sally Ride, "*World Book* continues to provide impressive, international biographical coverage of persons past and present," states the review.

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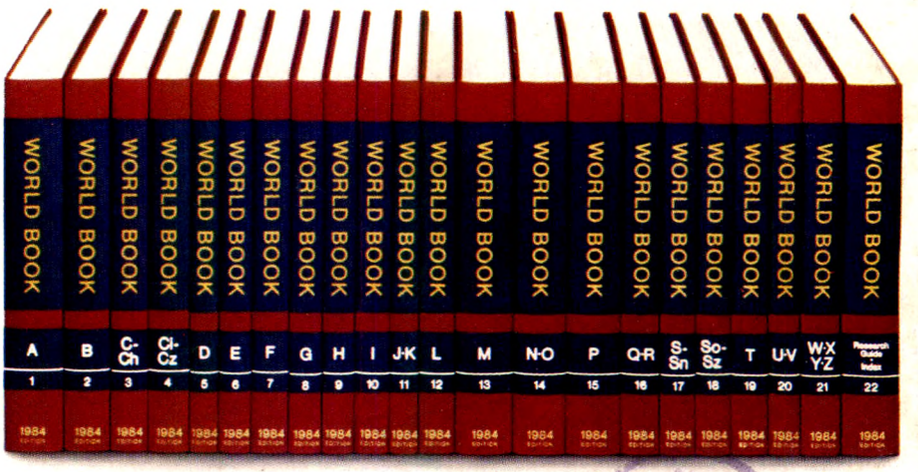

*The review appears in the 2/1/84 issue.

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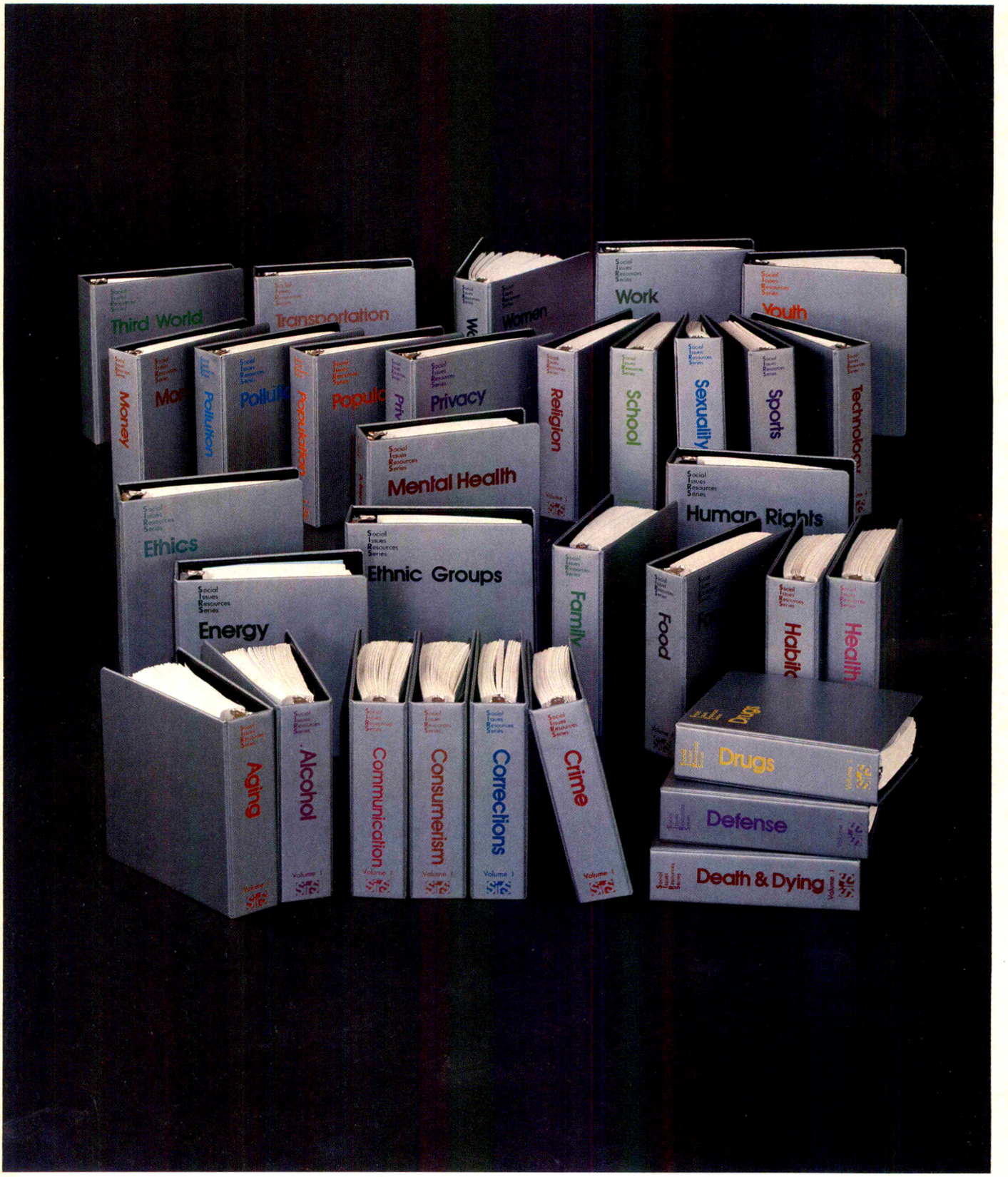
William J. Welsh: a national resource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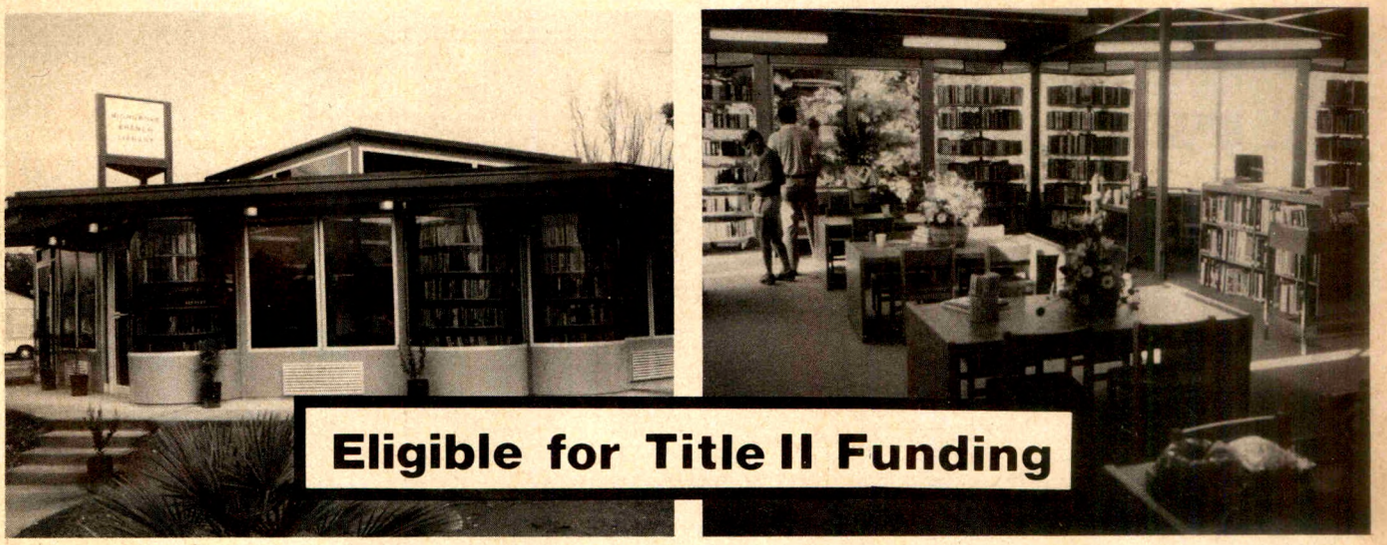

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Structures, Parameters, and Transmission Properties of Optical Fibers

TINGYE LI, FELLOW, IEEE

Abstract—Signal-transmission characteristics of optical-fiber waveguides are determined largely by their structural geometries, physical parameters, and materials properties. This paper reviews these factors and discusses the roles they play in determining loss and bandwidth in both single-mode and multimode fibers. Effects of polarization and of waveguide perturbations are included, and recent work on tailoring the bandwidth spectrum of single-mode fibers is presented.

I. Introduction

ALTHOUGH the first theoretical study of wave propagation in dielectric waveguides appeared in 1910 [1], little interest developed until the advent of microwaves in the late 1940's [2] and of lasers in the early 1960's [3]. These early fundamental studies were concerned with wave properties of low-order guided modes, but did not include considerations of signal attenuation and pulse distortion, aspects important to the transmission of information. Only in the past decade was significant progress made in the understanding of the optical fiber as an information transmission medium. Indeed, the progress has been so rapid that multimode-fiber communication systems have been developed and installed in the field for commercial use. Meanwhile, research work is steadily forging ahead to broaden areas of application of both single-mode and multimode fibers. Many excellent review papers and books that cover the subject of signal propagation in fibers are available [4]–[14].

In this paper, some of the important optical-fiber structures, parameters, and properties associated with signal transmission will be considered. The discussion will cover both single-mode and multimode waveguides and will include their basic structural features and physical parameters, materials properties, polarization effects, various loss mechanisms, loss and bandwidth spectra, dependence of bandwidth on materials effects and refractive-index profiles, and techniques for broadening the wavelength range of maximal bandwidth. Special emphasis will be given to recent advances.

II. Basic Structural Features and Physical Parameters

Fig. 1 shows cross-sectional views and refractive-index distributions of a single-mode and a multimode fiber. Important parameters and typical dimensions are also given. Multimode fibers with these specifications are now in commercial production, but the required specifications for single-mode fibers will depend on the wavelength of operation.

A. Single-Mode Fiber

A step-index fiber operates in the single-mode regime if its V number, or normalized frequency, defined by [6]

Manuscript received June 30, 1980.
The author is with the Crawford Hill Laboratory, Bell Laboratories, Holmdel, NJ 07733.

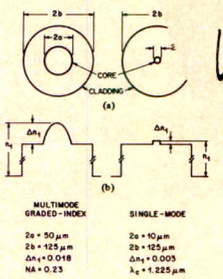

Fig. 1. Structures and parameters for conventional single-mode and multimode optical fibers. (a) Cross-sectional views. (b) Refractive-index profiles. (c) Typical parameters.

$$V = ka(n_1^2 - n_2^2)^{1/2} \tag{1}$$

is less than 2.405. In the above equation, $2a$ is the core diameter, k is $2\pi/\lambda$, λ is the free-space wavelength, and n_1 and n_2 are the refractive indices of the core and cladding, respectively. For the example of the single-mode fiber shown in Fig. 1 ($2a = 10\ \mu m$ and $n_1 - n_2 = 0.003$), the cutoff wavelength λ_c, above which higher order modes cannot propagate, is 1.225 μm. In actual single-mode fibers made by the modified-chemical-vapor-deposition (MCVD) process [15], index profiles tend to be graded and to exhibit a dip on the axis (due to the "burnoff" of dopants at the center during collapse). The effect of such perturbations is to increase the cutoff value of the V number (as defined by (1) where n_1 now represents the *maximum* value of the refractive index in the core) and, consequently, to decrease λ_c [16]–[21]. An approximate but much simpler method for determining λ_c consists in defining an effective V number such that

$$V_{\text{eff}}^2 = 2k^2 \int_0^a [n^2(r) - n_2^2]\, r\, dr \tag{2}$$

where $n(r)$ represents the index variation as a function of the radius r, and in setting $V_{\text{eff}} = 2.405$. As an example, consider the case of a power-law profile described by

$$n(r) = n_1[1 - 2\Delta(r/a)^g]^{1/2} \tag{3}$$

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*King, Donald W. et al. *Scientific Journals in the United States: Their Production, Use, and Economics.* 1981 Hutchinson Ross Publishing Co., p. 271. (Figures adjusted for inflation.)

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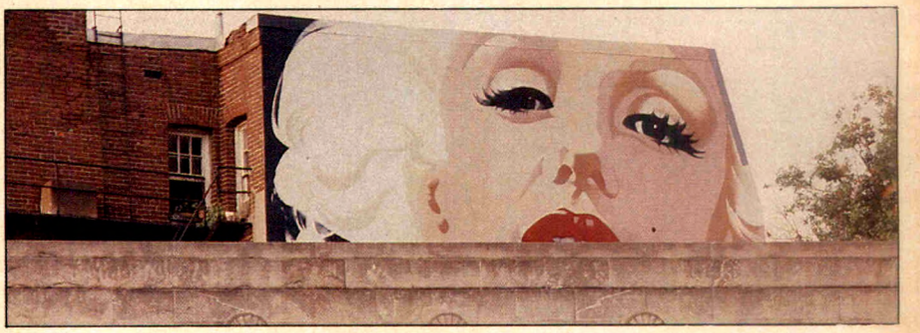
765 Cover story/ "Can Bill Welsh conquer time and space for libraries?" by Arthur Plotnik. An interview with the instigator of the most ambitious national programs for preservation, cooperation, and bibliographic control.

ALA Midwinter Meeting



A "curiosity" of the Midwinter site, Monroe billboard watches over participants.

770 Lunch-hour guide/ "Comestibles, conveniences, and curiosities in the Midwinter Meeting area," by Diane Nester, David Kresh, and Stephen Paul Davis.

773 Meeting highlights/ Including the Council agenda, special training courses, logistics, and late program notices.

785 National school librarians' conference/ "AASL answers the challenge," by Gordon Flagg. Association politics took a backseat to programs concerning thousands of librarians.

806 Youthreach/ A library in Scotland is invaded by hordes of restless teens—exactly as planned. By Janet Rae.

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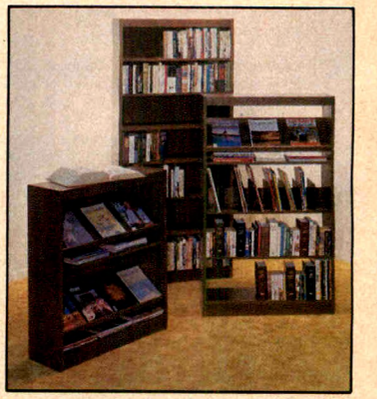
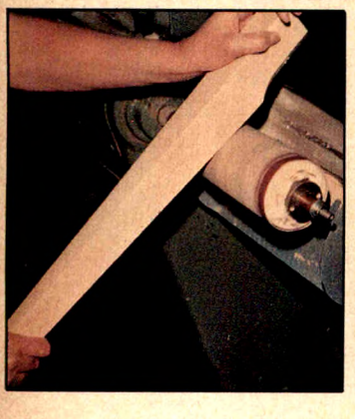

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page one

Please pass the cream-substitute

THE HOLIDAY SEASON AND ITS EXPLOSIVE BUYing sprees bring to mind once more America's greatest consumer value: the library. Knowing that the nation's citizens spend about $2.5 billion a year on public libraries, and knowing the lifelong benefits they get in return, we note with wonder some of the other American expenditures of a recent year.

The source is Set No. 3 of the *1982 Economic Censuses*, a series of reports being released to the press this fall by the U.S. Bureau of the Census.

Let's have a look.

Liquor stores—just twice as numerous as our estimated 17,000 public library outlets—nevertheless gulped some $17.1 billion from American pockets. Californians alone spent $2.2 billion, about equal to the cost of operating all those main and branch libraries in the nation.

This is not to decry the purchase of liquor by those who enjoy it. Goodness knows, librarians enjoy their share. We merely offer a perspective. And if the American people want to drop $8.6 billion a year in 61,188 bars, that's their business.

Other expenditures:

America bought $8.3 billion worth of jewelry.

Those lovable used-car dealers generated $6.4 billion in sales. Mobile-home dealers did $3.9 billion; retail boat dealers, $2.9 billion.

Encouraging to librarians, perhaps, is that Americans spent $3.1 billion in 9,312 bookstores. But they spent $3.2 billion in toys-and-games shops, and about $32 billion on computers.

Sales of ice cream and other frozen goods exceeded the library expenditures by a half-billion dollars.

Americans, it turns out, spend less for very few commodities than for their family library services. The only such item in Set 3 of the census report was "coffee whiteners." Americans spent less for these "dry dairy substitutes"—$260 million—than they did for public libraries.

But that $260 million becomes a stirring figure when compared to what ALA asked for last year as the 1985 federal investment in the nation's community libraries. ALA asked for $150 million. The President considered that an unnecessary use of the people's money, and proposed zero. Congress gave $118 million.

Are we grateful? Yes. Is that a lot of money? Well, figure that $118 million plus $142 million more will put non-dairy creamer in the nation's mugs, but it won't pay for the coffee. But $260 million in library programs—oh Happy Day, our cups would bubble over!

For all their other spending, the American people appreciate this value. They spent generously in the Nov. 6 elections by passing library bonds and defeating stingy propositions. We hope our President understands *this* mandate, and some relative values, as he prepares the nation's budget next month. Happy holidays. —*A.P.*

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in the news

Landslide reelection of Rep. Owens tops election-day triumphs for library advocates

In the mixed bag of Nov. 6 election results, advocates of federal and state aid to libraries could point to a number of cheering votes, headed up by the reelection of the librarian-congressman, Rep. Major R. Owens (D-N.Y.).

Brooklyn voters gave Owens a second term by a whopping 90-percent margin. Owens, the first graduate librarian ever elected to Congress, has frequently sounded off for libraries against Reagan Administration policies reducing support. The efforts to downgrade federal librarian standards and contract out entire federal libraries have "ominous implications for the future and age of information," Owens told a Congessional hearing recently.

In addition to Owens, two other opponents of the proposed library classification standards were reelected: Mary Rose Oakar (D-Ohio) and Pat Schroeder (D-Calif.). Oakar and Schroeder also led the fight for pay equity, along with Geraldine Ferraro.

Other library friends reelected to the House of Representatives include Rep. William Ford (D-Michigan), Rep. William Natcher (D-Ky.), and Rep. Edward Roybal (D-Calif.). Don Albosta (D-Mich.), who chaired the subcommittee oversight hearings on the controversial Office of Management and Budget Circular A-76 on contracting out, lost his race for reelection.

Simon and Rockefeller in Senate

Among the new faces in the Senate will be two well-known library supporters, Paul Simon of Illinois and John D. Rockefeller IV of West Virginia, both Democrats. As a member of the House of Representatives, Simon developed and pushed through the revision and extension of the Library Services and Construction Act, now PL 98-480. As three-term governor of West Virginia, Rockefeller extended library service to every resident and raised the state per-capita aid to libraries to $3.

And reelected to the Senate were these friends of the ALA Washington Office programs: Sen. Mark Hatfield (R-Ore.), Sen. Claiborne Pell (D-R.I.), and Sen. Larry Pressler (R-S.D.).

Three states reject tax cuts

California, Oregon, and Nevada voters turned down potent tax-cutting measures that threatened library funding, and Nevada opted for library construction.

Californian Howard Jarvis, co-author of Proposition 13, which cut property taxes almost 60 percent and decimated library operating budgets throughout the state, had not gone away. This year he was back with "Jarvis 4," Proposition 36, designed to close court-mandated loopholes in the implementation of the 1978 law.

The California Library Association joined a successful coalition of organizations fighting the Jarvis initiative: voters defeated Prop. 36 by a margin of 55 percent. Jarvis vowed to be back again in two years.

In Oregon, proponents of Ballot Measure 2 asked voters to limit property taxes and gain more control over local units to force them to cut "fat." Brandon Public Library trustee Phyllis Lichenstein told Friends that the community already controlled its tax spending and "The 'fat' to be trimmed from our budget by a 34-percent expected cut would come from reducing an already overworked staff, cutting the book and magazine budgets, and reducing and eliminating some services."

The vote on Measure 2 was close, but a last-minute count of absentee ballots resulted in its defeat.

Nevada State Librarian Joseph Anderson reported on two measures affecting libraries. Question 12 limited state and local taxes as well as fees for services offered to the public. To raise library patron fees, counties would have to call special elections. The measure was defeated, with 52 percent of the votes in the negative.

Question 9, giving the state authority to issue $10 million obligation bonds to construct or expand library facilities, was passed, Anderson said. Localities in Nevada will now be able to apply to the state for 50 percent of construction costs. The measure was roundly defeated in 1982, but passed by a handy 57 percent in 1984.

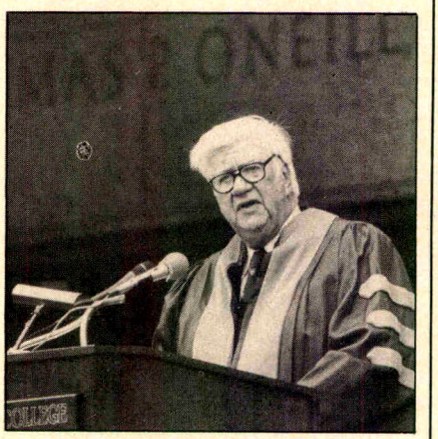
For Boston College library, Tip O'Neill breaks a rule

Some 1,500 well-wishers celebrated the dedication of the new, $28 million Thomas P. O'Neill, Jr., Library at Boston College Oct. 14. President J. Donald Moran singled out the Speaker of the House of Representatives as "the greatest example of an alumnus who embodies the ideals of learning and leadership."

Tip O'Neill, who had banned political discussion for that day, told listeners he doesn't believe buildings should be named after public officials who are still in office, and said he has declined many offers. "But this time," he said, "I made an exception because this college has meant so much to me, to my family, and to my community."

University Librarian Thomas O'Connell, who also spoke at the ceremonies, told a campus reporter, "The academic ethos of the university will be raised considerably by this library." O'Connell is a 1950 Boston College graduate who returned as its librarian in 1976. He said he considers the new library "wonderful" because of its 30 librarians and 70 other staff members.

The grey-pink granite structure sits astride a rocky hill crossed by a major campus footpath. Three stories high on the uphill side and five on the downhill side, the 203,000-square-foot library houses 700,000 volumes, nonprint materials, and a Geac computer system. The university Computer Center, Telecommunications Center, and nine classrooms are also located in the building.



Speaker of the House O'Neill

Librarian's pension suit forces unisex changes at TIAA-CREF

Early in the 1970s, ALA-member Diana Spirt, a Long Island University library school professor, decided to protest the fact that her pension plan offered higher benefits to men than to women. Along with the first of many pension cases, *Diana L. Spirt* v. *the Teachers Insurance and Annuity Association and the College Retirement Equities Fund* (TIAA-CREF) *and Long Island University* entered the federal court system in 1974.

Ten years later, on Oct. 9, Spirt finally won her case. The U.S. Supreme Court declared it would not review a ruling by the U.S. Court of Appeals for the Second Circuit on the *Spirt* case. The lower court had ordered that men and women who retired after May 1, 1980, should receive equal

Decision Maker **5**

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monthly benefits, as will all participants who retire in the future.

In a prior ruling on an Arizona pension lawsuit known as the *Norris* case, the Supreme Court had ruled that pension companies must adopt unisex mortality tables for contributions paid in after Aug. 3, 1983. On that date TIAA-CREF had amended its pension system to conform, but retirement benefits based on contributions made before Aug. 1, 1983, were still paid out under the old tables.

When the Supreme Court ruled on *Norris,* it had remanded *Spirt* back to the appeals court for reconsideration. The lower court reinstated its original retroactive decision, which TIAA-CREF and others brought back to Supreme Court.

The rejection by the court caused TIAA-CREF to immediately announce it would apply the lower court decision nationwide. A spokesperson assured all policy holders and participating institutions that conforming to the unisex requirements "will not in any way threaten the financial soundness of TIAA-CREF." Monthly income payments will be adjusted Jan. 1.

"This is a great victory. We're just delighted," said Ruth Weyand, a lawyer for the Equal Opportunity Commission, which had intervened on Spirt's side. Lawyers for the American Association of University Professors and women's-rights groups also expressed pleasure.

Spirt told *AL* that she is happy and "eternally grateful—but it took too long."

Bell's record: supported library role, not LSCA

As had been expected, Department of Education Secretary Terrel H. Bell announced in November that he will leave the Reagan cabinet on Dec. 31. He will return to a post as professor of education at the University of Utah in Salt Lake City.

Bell had been Utah Commissioner of Higher Education in 1979 when President Reagan named him to dismantle the department created by President Jimmy Carter. Instead, Bell transformed the agency into a forum urging excellence in the nation's schools and libraries.

"His greatest contribution as Secretary of Education was *A Nation at Risk* and the multiplier effect it had," a noted educator commented. Bell also backed publication of *Alliance for Excellence: Librarians Respond to A Nation at Risk,* but opposed reauthorization of the Library Services and Construction Act.

In announcing his resignation Bell said, "We're involved in a real renaissance in American education." He candidly acknowledged disagreement with the Office of Management and Budget over the proper level of educational spending.

"To move in the radical direction of abolishing all of our programs and dramatically withdrawing all federal concern and support of education would be a mistake," Bell told the media.

The *Chicago Tribune* said his departure was expected to trigger efforts among ultra-Right Reaganites to replace him with a conservative. Among possible successors are Chair William J. Bennett of the National Endowment for the Humanities, President John R. Silber of Boston University, and U.S. Office of Personnel Resources Director Donald J. Devine. Devine, who backs the proposed federal standards downgrading librarians, formerly taught politics and government at the University of Maryland.

New rural library powwow draws 320 to Minnesota

"The only way for cash-strapped American farmers to straighten out their current financial situation is to get involved in the political process. And, by providing accurate farm information and timely periodicals, rural libraries are the place where that involvement can begin." Ann Kanten, Minnesota Deputy Commissioner of Agriculture, gave that message to 320 rural librarians at the Mankato, Minn., Holiday Inn Sept. 28.

Kanten, a former rural library trustee, quoted from both William Jennings Bryan and Jessica Lange in her moving address on "Power and the Rural Political Structure" at the final session of the first Midwestern Rural Library Conference.

The two-day meeting was expected to attract some 150 rural librarians from Minnesota and Iowa; it drew more than twice that number from 16 states and Canada. People came from as far away as Twin Mountain, N.H., and Olympia, Wash. The conference and turnout were significant, Kanten told a local reporter, "because we're all concerned about the survival of the family farm, and nobody's sure what's going to happen next."

ALA member John Christenson, director of the Traverse des Sioux Library System covering 13 counties in south central Minnesota, had planned the conference to encourage people to use rural libraries to their full capacity. The idea came from a district rural library meeting he attended last year in Eau Claire, Wis. The Wisconsin conference had been supported by an LSCA grant; Christenson had only the moral support of his board and the help of four Traverse des Sioux staff members.

In addition to Agriculture Commissioner Kanten, speakers included a University of Minnesota Extension Service executive, who emphasized the drastic economic changes shaping the rural scene, and Minneapolis *Star-Tribune* book editor David Wood, author of *Wisconsin Life Trip.* Kathryn Rynders, University of Minnesota Technical College librarian, chaired a panel examining the information needs of rural residents as opposed to urbanites. Christenson addressed a small group on "How to be the place to go

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for those who need to know.''

Because the conferees were ''tuned to the same wave length,'' Christenson said, the open exchange of ideas included some common solutions to rural library issues and problems.

Christenson, who was reelected mayor of Good Thunder Nov. 6, told *AL* the conference cost $9,200 and took in only $8,600. The $600 loss was chiefly due to printing costs. Bibliographies on farm magazines, rural ferment, children's books on agriculture, and other pertinent topics were distributed and are available free from Christenson while the supply lasts.

The mayor of Good Thunder hopes to replicate the conference on Rural Library Day at the Second National Public Library Association Conference April 2 – 5, 1986, in St. Louis.

Erie County residents rally to block library shutdown

Late in October Erie County Executive Edward J. Rutkowski ordered Donald H. Cloudsley, director of the Buffalo & Erie County (N.Y.) Public Library, to plan for the elimination of all library services Jan. 1, closing the Central Library, 16 Buffalo branches, 38 suburban libraries, and all other outlets.

The county projected a revenue shortfall, Rutkowski said, and had no money for nonmandated services like libraries, parks, mental health, and highways.

The library director and his staff worked out a plan for dismissing all employees except a handful of maintenance and security people. They also alerted trustees, librarians, and other residents to the possibility of life without the libraries.

The response proved overwhelming. Library and Friends groups bombarded county legislators and officials, school principals, and Gov. Mario Cuomo with postcards of protest and scheduled a march from the main library to the legislature Saturday, Nov. 17.

A Nov. 4 *Buffalo News* photo pictured a young patron at the Eggertsville branch library pondering a sign attached to a large cut-out dinosaur. The sign asked: ''Will our public libraries become extinct?'' Friendly members of the county legislature vowed they would not.

Suddenly, the county executive shelved Cloudsley's shutdown plan, and presented a budget preserving the 1984 figures and requesting a tax increase to finance nonmandated services. The legislature must act by Dec. 10.

Library supporters relaxed slightly, but said they would still march to urge the legislatures to support and increase library funding.

Group proposes changes in (British) Library Assoc.

Although Queen Victoria granted a royal charter to the Library Association in 1898 ''to unite all persons engaged or interested in library work,'' most of the organization's 24,000 current members are working librarians. Last year the association council expressed a need to increase the ''hospitality'' of its register and appointed a six-member Futures Working Party chaired by Philip Gill to consider the policy implications and make recommendations.

Gill presented a 31-page blueprint for future development of the association to the council Nov. 1. Recognizing the radical technological, social, and cultural changes which have brought people with a wide range of skills and training into the information world, the working party believes the association should relax the barriers between disciplines within the library and information community and ''take an active and crusading role on behalf of the importance of information skills and of those working in that area.''

Specifically, the Library Association should recruit authors, journalists, editors, publishers, booksellers, and database providers for membership as well as library and information service managers, technicians, and librarians. The association should provide relevant and meaningful services, structure, and policies to attract new members,

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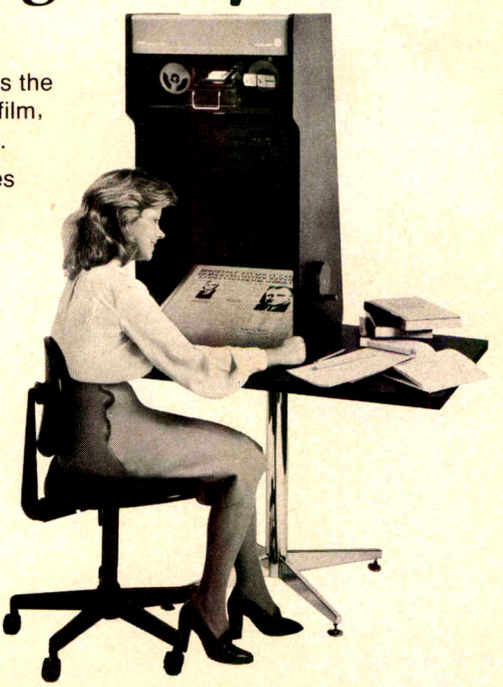

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and should also reorganize its secretariat, permit its staff to act on its own, and consider making other changes, perhaps even a new name.

The association will become "increasingly and dangerously out of touch with the rapidly changing world in which it has to survive" if it fails to act, the report warned. Taking up the challenge of change would provide the 107-year-old association with "a fresh vitality and a dynamic role now and in the future"

Cross-Atlantic regards

In the September Library Association *Record,* an editorial cites articles in a recent *American Libraries* that indicate much similarity in the library concerns of the U.K. and U.S. The editorial also reports, on "a sad note," ALA Executive Director Robert Wedgeworth will leave next July. "While wishing him well in whatever future career he chooses (he is still only 48)," the editorial says, "we must spare some good wishes for the ALA in searching for as notable a man or woman to succeed him."

R.I. citizens, librarians get down to *Realities*

At a two-day conference on "Libraries in the Future of Education: A Rhode Island Perspective," some 80 private citizens, educators, and librarians focused on the recommendations of ALA's *Realities: Educational Reform in a Learning Society* and the U.S. Department of Education publication, *Alliance for Excellence: Librarians Respond to A Nation at Risk.*

The conference held at Rhode Island College in Providence Oct. 12–13 had been proposed by Victoria Lederberg, a psychology professor at the college who had been inspired by a Department of Education regional seminar on the library role in a learning society. Lederberg, a leader in the Rhode Island Coalition of Library Advocates (COLA), convinced the group of library, media, and friends' organization representatives to sponsor a conference exploring how all libraries can be linked more effectively with citizen and community resources.

COLA conference planners solicited funds from state library associations, colleges and universities, banks, business people, and library vendors. They developed 15 discussion topics based on *Realities, A Nation at Risk,* and *Alliance for Excellence,* and briefed discussion leaders.

Lederberg's keynote address was followed by a champagne reception and dinner program. Next day, a panel of educators and one of librarians informed the conference before the small group discussions took place.

ALA Past President Peggy Sullivan wound up the conference by telling the audience that the problems were old but should be addressed with renewed initiative. She compared *Realities,* in its simplicity, to certain Ranganathan publications and urged the ALA recommendations be implemented.

Jean Sheridan, librarian at the University of Rhode Island College of Continuing Education, told *AL* she felt that the conference participants from the academic and public libraries gained a new awareness of the plight of school librarians. She said that community meetings will be organized to follow up the conference and develop permanent linkages among schools, libraries, and community organizations.

"I had hoped for more of a cross-configuration," said Fay Zipkowitz, director of the Rhode Island Department of State Library Services. "But we did get the school people by scheduling the conference at the weekend." Zipkowitz and Director Richard Olson of the John P. Adams Library at Rhode Island College offer to share their experiences with conference planners in other states.

news in brief

Merwine Case hearing. Three U.S. Court of Appeals judges heard oral arguments in the Glenda Merwine sex discrimination case against Mississippi State University Nov. 14 in New Orleans. Both sides had submitted briefs in May, after Merwine had appealed U.S. Magistrate Charles Powers' decision overruling the district court jury verdict in her favor (*AL,* Feb., p. 72).

The appeals court judges questioned why the jury had thought Merwine qualified for the position that advertised for an ALA-accredited MLS. Merwine's lawyer argued that his client was qualified by her experience and her master's in education. The university's lawyer stressed that the ALA-accredited degree is an "industry standard."

The judges' decision on the appeal might come in two weeks to a year, a court clerk told Office for Library Personnel Resources Director Margaret Myers, who attended the hearing with Kathleen Heim, OLPR Advisory Committee chair. (For other stories, see *AL* index, this issue.)

New home for Crerar. Ninety years after the John Crerar Library was established in downtown Chicago, its new $22 million, three-story building opened to the public on the University of Chicago campus Sept. 27. On its 39 miles of shelves are 900,000 volumes combining the Crerar collection in applied sciences with the university library's holdings in pure sciences.

The Crerar Library, housed at the Illinois Institute of Technology since 1962, is now part of a two-acre landscaped science quadrangle, linking several buildings devoted to basic physical and biological sciences. The Crerar's 25,000 rare books, including works by Galileo, Copernicus, and Newton, are nearby in the Joseph Regenstein Library Special Collections Department.

At ceremonies Nov. 1, University of Chicago President Hanna H. Gray said: "The dedication of this building marks the culmination of a collective effort by a great many people over a period of years to ensure the continuation and enrichment of a great scientific institution." A *Chicago Tribune* editorial called it "a happy ending to a long story."

Librarian pleads guilty. James B. Alsip, former director of the George Washington University Library and former ALA member, pleaded guilty to a book theft charge in U.S. District Court in Washington, D.C., Oct. 19, the *Washington Post* reported.

Alsip admitted transporting interstate some 175 books, some of them rare, stolen from the University of Oklahoma Library. He had been director of the Oklahoma library before he was appointed to GWU in 1979. Alsip said he would return the books, but he faces a $10,000 fine and up to 10 years imprisonment.

The charge against Aslip originated in an investigation of some $70,000 in GWU library book orders never delivered. The money had been deposited in Alsip's bank account and was repaid to the university by his wife when questions were raised. Alsip resigned from GWU in 1983.

Pueblo PL moves into schools. The Pueblo Library District in Colorado is installing

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computer terminals in six high school media centers in the county to provide online access to its fully automated data base. The project, funded by a $31,635 LSCA grant, aims to establish the service by January.

Project Director Richard Tucey, tech services director at Pueblo, reports that four city schools were scheduled to have direct access by the end of November. In December, Pueblo County High, 10 miles away, and Rye High, in a mountain community 30 miles distant, will have dial access.

OCLC inaugurates Linked Systems Project. OCLC President Rowland Brown announced Sept. 27 that the utility will acquire computer equipment for the name-authorities phase of the Linked System Project. LSP involves computer to computer links between the Library of Congress, the Research Library Information Network, the Washington Library Network, and OCLC.

"This substantial application of funds will provide support for OCLC's participation in the first phase of the Linked Systems Project and underscores our commitment to international library cooperation and to our goal of removing barriers to access to bibliographic information," Brown said.

Good news from Tampa. "Words can barely express our relief and optimism at this point," Director John M. Adams of the Tampa-Hillsborough County Library System said Oct. 26. "I think the sun has just come out of the clouds."

The county board of commissioners had just acted to increase library funding 30 percent, including money to build the system's 14th and largest branch, a 70-percent increase in the book budget, and $607,000 to install an integrated automation system.

"For at least 10 years, an adequate materials budget and automation funding have been impossible due to our political situation," Adams explained. The city and county bickered over funding and allowed only one book budget increase in the last five years. A bitter censorship controversy over children's sex education materials further complicated matters (*AL*, Dec. 1981, p. 660).

Finally, the city agreed to turn the library over to the county, which took responsibility Oct. 1. □

QUICK-BIBS: New and recent books on a timely topic

Bill Ott, compiler

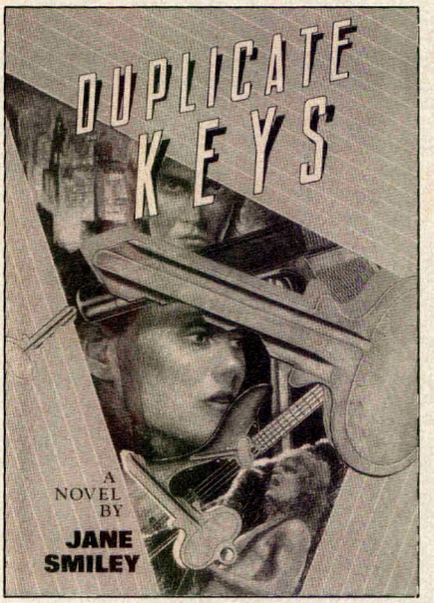
CITIES

Everybody has an opinion on cities: What is Sodom and Gomorrah to one is a cultural smorgasbord to another. The titles listed below are indicative of how widely we disagree over what's good and bad about our cities. One author details the flight from Rust Belt to Sun Belt, while another celebrates the city in art; one novelist finds in urban renewal a metaphor for the destruction of dreams, while another documents the way a group of Yuppies uses the resources of the city to sustain itself during an emotional crisis. From cockroaches to quiche, from the A-Train to the chauffeured limo, the diversity and complexity of city life are as befuddling as they are bedazzling. As a famous traveler once put it, "I have a feeling we're not in Kansas anymore."

Cities: the Forces That Shape Them. Ed. by Lisa Taylor. Cooper-Hewitt Museum/Rizzoli, 1983, $14.95. (0-8478-0415-1, 81-51718)
Looking at the city from a wide variety of sociopolitical perspectives, this collection of essays offers an insightful overview of what happens when many people share little space.

Conrad, Peter. *The Art of the City: Views and Versions of New York.* Oxford, 1984, $17.95. (0-19-503408-2, 83-24935)
Conrad sees all cities as posing an indelible challenge to the creative imagination. His analysis of the work of various New York writers and visual artists reveals the multifaceted ways that this challenge has been met.

Estleman, Loren D. *Sugartown.* Houghton, 1985, $13.95. (0-395-36449-3, 84-12910)
Estleman's Amos Walker mysteries are brilliant evocations of contemporary Detroit. Here the plot involves a missing person, but the real subject is urban renewal—how the wrecker's ball destroys not only buildings but also the dreams and very histories of the city's residents.



In Smiley's mystery, a group of friends from the Midwest are shattered when two of their number are murdered in New York. A librarian is among the cast in this urban novel.

Franke, David and Franke, Holly. *Safe Places for the 80's.* Doubleday/Dial, 1984, $19.95. (0-385-27876-4, 83-45187)
Tired of hiding behind a dead bolt? Not only do the Frankes tell you where to find the safest places to live, they also rate them qualitatively. Distances from metropolitan areas are also noted for anyone who fears such withdrawal.

Hayden, Delores. *Redesigning the American Dream: the Future of Housing, Work and Family Life.* Norton, 1984, $17.95. (0-393-01779-6, 83-9339)
Hayden argues forcefully that basic changes need to be made in the design and use of housing. We are no longer a nuclear-family culture, she contends, and housing must reflect the realities of an urban-centered, largely single populace.

Jacobs, Jane. *Cities and the Wealth of Nations: Principles of Economic Life.* Random, 1984, $17.95. (0-394-48047-3, 83-43184)
Renowned urbanologist Jacobs exposes the inflexibility of urban economic theory and proposes a program for the future based on the positive effect that healthy cities can have on the rest of the country.

Louv, Richard. *America II.* Tarcher, 1983, $15.95. (0-87477-241-9, 83-9324)
This study of America's migration to the Sun Belt outlines a chilling scenario: High taxes and crime still ravage the industrial North, while the growth of stultifying planned communities threatens the Southwest.

Schmidt, Peggy. *Making It Big in the City: A Women's Guide to Living, Loving and Working There.* Coward-McCann, 1983, $16.95. (0-698-11228-8, 82-25264)
No subject is too complex for that familiar modern panacea, the how-to book. Fortunately, this one avoids trendiness—e.g., how to mix and match bow ties and jogging shoes—while providing generally solid information on the everyday realities faced by women living in the city.

Smiley, Jane. *Duplicate Keys.* Knopf, 1984, $14.95. (0-394-53065-9, 83-12910)
A thirtyish librarian finds two friends murdered in their New York apartment. Smiley's mystery offers a sensitive look at the much-satirized life of the young urban professional. Yes, Virginia, Yuppies have feelings too. □

***Bill Ott,** who writes this column freelance for* American Libraries, *is books-for-adults editor of ALA's* Booklist *magazine.*

Can Bill Welsh conquer time and space for libraries?

A forthright conversation with the leading force in 20 years of national bibliographic, cooperative, and preservation programs

by Arthur Plotnik

THE MAN FROM THE TINY mining town of Weatherly, Pa., now sits in a government suite with one of the best views on Capitol Hill. From his desk, Deputy Librarian of Congress William J. Welsh looks out on the Capitol Building —where hundreds of millions of dollars have been appropriated over the years for his library programs—and on the original building of the Library of Congress, the ornate Thomas Jefferson Building. Welsh arrived there in 1947, seeking work while awaiting a security clearance for a career in the Foreign Service. He stayed, and the library world is vastly changed because of him.

Now, in the mammoth James Madison Memorial Building, the Library's third and final structure on Capitol Hill, Welsh shares a top-floor wing with Librarian of Congress Daniel Boorstin. Boorstin is the third Librarian with whom Welsh has worked, and the two believe they complement each other perfectly: Boorstin as a creative connection with the Washington leaders and the world beyond the library, spreading the gospel of the Library's achievements and bringing in extraordinary talent; and Welsh translating Boorstin's vision and his own into specific technical programs.

Welsh turned 65 on November 15. For anyone with fixed notions about age, that number would be hard to believe, looking at Welsh and watching him go. He knows a time will come when he should hang it up; but that time is not now, in the early stages of two huge projects to help answer the most staggering questions facing libraries today: what to save, and how to save it.

Thus, Welsh may continue to be a force in national library programs for years. But an interview was timely now in light of his landmark birthday, the honors and praise coming his way in recognition of a distinguished career (see box next page), and the importance of his current technical projects for mass preservation and storage of the nation's library resources.

Welsh contemplating disk of—Homer? *Each of the Library of Congress electronic disks being developed could hold some 300 editions of Homer or 54,000 images of, say, Greek sculpture. Welsh sees his disk project as a hope for overcrowded, deteriorating collections.*

An insuppressibly assertive social creature, Welsh has raised a few brows and hackles in his time. He does not fit the bureaucratic stereotype. His candor during this interview, most would agree, was only typical.

We talked for most of the morning of Monday, October 22. Here's what emerged.

You worked as a library aide at Notre Dame and coordinated library services as a major in the Air Force. Did this lead you to seek library work later?

No, the library sequence was coincidental. When I stopped at the Library of Congress all I wanted was an interim job. I interviewed with Lucile Morsch [then chief of descriptive cataloging], but I couldn't be a cataloger because I had no library degree. I knew German, however, which helped me get a spot in a postwar project for cooperative acquisitions.

Did you ever have second thoughts about not continuing the law training you began before the war?

Never—but someone else did. Early in my career here, I innocently exposed the head of the Law Library for not spending his budget. He was furious—and subsequently adamant that I should finish studying law and join forces with him.

But in the way of training, my major in philosophy at Notre Dame was as important as anything else. Why? Because it helped me think clearly and logically. Imagine explaining, say, why we were acquiring Burmese materials before we had developed our comprehensive acquisitions policies. My predecessor as Processing Department director, John Cronin, was masterful at reducing complex issues to fundamentals. When the Librarian—Luther Evans—asked him about those Burmese acquisitions, Cronin

summed up a whole new approach by declaring: "When we need 'em, we'll have 'em."

Have you ever been hassled, poohpoohed, or treated as an "outsider" because you didn't have a library degree?

I've felt sensitive about it, but I haven't been hassled. Probably when I step down, my replacement should have the degree—or my experience.

Do you consider yourself a librarian?

Yes! After all, I've worked in library acquisitions, cataloging and classification, budgeting and personnel, and I've had more exposure to library practice and policy than most people these last 30 years. I wouldn't mandate an MLS degree for all librarian positions, but we do need some measure of a person's training and preparation.

Should the next Librarian of Congress have a graduate library degree?

That depends on the relationship between the Librarian and the Deputy. If the Deputy has enough expertise in the practice of librarianship to go along with the Librarian's skills in leadership and rapport with the outside world, then the library degree wouldn't be necessary at the top. And Dan Boorstin, by the way, has not been exceeded in this type of rapport.

Did you ever have aspirations to be Librarian of Congress?

I did not.

Why? Wouldn't you have enjoyed that role?

No, I'm not sure I would have. The social responsibilities are so great—serving for this arts center, that literary board, on the embassy trail, and so on. The dealings with Congress are of more interest to me, and I've had no lack of opportunity there. I certainly did aspire to be head of the Processing Department. That seemed to me to be the ultimate in librarianship; I could say something, and it could happen. I could almost predict the results. That's not so easy today.

In many countries your job description would define the "National Librarian," especially as a planner of national bibliographic services. What, besides your title, makes you NOT the National Librarian of the United States?

Nothing. Two-thirds of our activities are to serve the national library community. In fact, I now chair the Conference of Directors of National Libraries.

Then why not create two positions here: The Librarian of Congress, and the National Librarian or Director of the National Library?

It wouldn't gain us a thing. Also, it might raise the old question of whether a national library belongs in the Executive Branch, and if so, how low down? Under the Legislative, we perform more national services and have been more successful with our funding body than any other library in the world.

So it's a cockeyed system that works?

For 184 years so far.

How many times have you represented the Library of Congress abroad—a hundred? Two hundred?

Somewhere in there.

What kind of role do you play? Does it get political?

Consider that the Library carries out some 15,000 exchanges for foreign materials. That's a basis for countries to acquire a lot of information about us and vice versa. We exchange understanding. Also, we set up offices for foreign acquisitions.

We've consistently stayed away from politics. For one thing, we don't acquire any materials specifically for the U.S. intelligence community. Our non-political stance has helped us to maintain programs in unfriendly political environments.

From the Congressional Record:

A U.S. representative shares the Bill Welsh story

by Rep. Vic Fazio of California*

• MR. FAZIO. Mr. Speaker. We all too often fail to recognize the many fine Government officials who give so much of themselves in serving the American people. It was with particular delight that I learned that one of our officials in the legislative branch was honored at commencement exercises at the University of Notre Dame in Notre Dame, Ind., on Sunday, May 20. The Reverend Theodore M. Hesburgh, C.S.C., bestowed an honorary doctor of laws on an alumnus, William J. Welsh, the Deputy Librarian of Congress, for "his imagination and good judgment . . . in this country and abroad as an innovative leader in librarianship."

As chairman of the Subcommittee on Legislative Appropriations, I have come to know and admire Bill for his deep dedication to the Library of Congress and to service to Congress and the Nation.

Bill's service at the Library of Congress dates to 1947 when he joined the staff following service in the U.S. Air Force, being discharged as a major. Bill's career at the Library of Congress has made him one of the top library experts in the world. In 1971, the American Library Association awarded him the Melvil Dewey Award for his imaginative leadership of the Processing Department "which has the most immediate and wide-ranging impact on other libraries of any of the departments of the Library of Congress." In 1976, Daniel J. Boorstin, Librarian of Congress, named him Deputy Librarian of Congress, the second-highest post in the Library of Congress.

As Deputy Librarian of Congress, Bill has become a frequent visitor to our subcommittee and has been a most effective advocate for Library of Congress programs. Bill's wit and keen insight have made it a pleasure to work with him.

In the last several years, Bill has devoted tremendous energy to preservation programs designed to preserve the vast storehouse of knowledge at the Library of Congress and other libraries in the United States. He has been in the forefront of the application of optical disk technology to library services and to the storage of knowledge. In 1983, he was awarded the Library of Congress' highest award, the Distinguished Service Award, for these efforts and others in behalf of the Library.

He has served in numerous positions of importance for the American Library Association, the Association of Research Libraries, the International Federation of Library Associations and Institutions, the National Library of Medicine, and the National Commission on Libraries and Information Science.

Bill's vitae establishes him as a leading U.S. librarian, but even more important are his warm human qualities as an administrator and his wide popularity with Library staff. If you travel with Bill through Library of Congress buildings, you are struck by his friendliness and his vast circle of friends on the staff.

I commend Father Hesburgh and the University of Notre Dame for bestowing this high honor on such a devoted and talented public servant. •

*Tribute published in the May 21, 1984, *Congressional Record—Extension of Remarks*, E2297.

Weren't some past projects at the Library funded by the CIA—the Monthly Index of Russian Accessions, for example?

Yes, a couple were covertly supported by the CIA. I found out no sooner than everyone else.

What was your most enlightening experience abroad?

A 1979 trip to China was one of the most exhilarating experiences of my life —and a follow-up this spring. The Chinese paid the way, eager to hear our approaches. I learned that China was not Westernizing, but modernizing in their own way. The openness of our discussions on the Cultural Revolution was astounding—how China lost 10 years' worth of trained staff, training that will take another 10 years to replace.

You've sat through thousands of meetings on networking and cooperation. What really counts when it comes to getting cooperative projects going? And how have you endured those meetings?

It takes a lot of patience, which I don't always have. People seem to need a period of hard times before they'll contribute to cooperation and actually give something up. The RLG [Research Library Group] initiative is the beacon of modern cooperation, allowing for libraries—even the Library of Congress!—to accept another institution's cataloging.

John Cronin brought it down to basics once again in launching early cooperative programs. "Let's find out what we're doing alike," he said, "rather than what we're doing differently."

Recognizing the importance of authority work in cooperative cataloging has been another leap forward. OCLC has finally accepted it. I wish we could bridge all the differences between OCLC and RLG, but we're doing better now.

Some people say that the Library of Congress itself is the hitch in building a better library world. How do you feel when the Mitch Freedmans or the Sanford Bermans knock the Library in print or at ALA conferences?

It ticks me off! I'm more understanding of the Bermans, because I appreciate his purpose [reform of subject-heading language] if not always his judgment. But with some others, especially those who have experienced the problems of bigness, I have less patience. We need critics to keep us honest, but I prefer the constructive style, similar to, say, Pauline Cochrane's. You have to accept criticism. It's the style that's aggravating.

Above, Welsh with Vice Premier Fang Yi on "exhilarating" tour of China. Below, LC's "complementary" leaders—Welsh and Librarian Daniel Boorstin—share ceremonial cake.

What else bums you out?

Lack of imagination . . . negative personality. A negative approach to life —and no sense of humor. I feel sorry for those types; they can't survive.

Also, managers and would-be leaders who are not people-oriented. I try to make every last staff member feel a part of the institution—even to the extent of backing a staff golf tournament to get people at ease with each other.

(Continued next page.)

That's right—I understand you're a golfer. What's your handicap?

Playing golf is my handicap. But talking about leadership qualities—we've got a crisis in leadership in this country from the top down. It's becoming more and more onerous to be a manager; there are fewer benefits from it. And there are fewer people with the imagination and creativity to run libraries.

What's the most frustrating aspect of managing here?

For me it's been the affirmative action effort. It goes without saying that we must provide equal opportunities for women and minorities. Yet it's so difficult to implement, made more so by the confusion between goals and quotas, philosophical differences, and the challenges of recruitment and motivation for people who start out behind the pack.

What's the answer to the leadership crisis?

Again, we need to track the best people, give them opportunities, and motivate them. The Council on Library Resources has taken one initiative in its program to identify good people at the second level in the hierarchy and prepare them for top jobs. And young people with potential need opportunities like the Intern Program at the Library and the CLR Intern Program.

Unions?

Not as helpful as they might be. I was one of the people who established the labor-management approach here. But unions could be more constructive, especially in their testimony before Congress. Still, this is the right approach; the employees need representation.

The professional library association—ALA. You've served ALA as a councilor, on many committees, and you've won its highest technical services award. But now tell us: Is ALA as effective as it could be?

My council stint [1978 – 82] was a little frustrating. I think ALA is most effective as a forum for exchange of ideas. The politics have sometimes been less than productive. My experience in discussion groups like the Big Heads [Technical Services Directors of Large Research Libraries] has been more rewarding. That size gathering is small enough for good exchange. What I always enjoy most is corridor talk, getting to know people.

Coffee break and videodisks

Bill Welsh addresses innumerable groups in ALA and other associations, usually opening with a wisecrack and answering the scattered laughter with a "Thank you, Mother." He donates his honorariums to various funds, including the now-completed Campaign to Get a Respectable Set of China for Office Use. We drink coffee out of that handsome, gilded china now, and turn to some topics that are clearly dear to his heart.

Asked "Who is Bill Welsh outside the library world?" he produces a photo of a cabin on a pond and describes his beloved country retreat: 17 acres in Maryland, with horse, that he and his family share. He and his wife Winifred have two sons, Jim and Doug, and one grandchild. He reads every night—often escape fiction à la Ludlum and L'Amour to balance the briefcase full of work he brings home. And does he draw strength from Higher Sources? "Yes, I'm a believer. With a brother who's a bishop [of Allentown, Pa.], I'd better be."

When the inevitable question was asked—the greatest satisfactions of your career—Welsh was ready: he had a list. Among its items:

- Closing the Library's main card catalog. "Many libraries didn't know why we were automating; it was to get rid of card-catalog maintenance."
- Selecting and motivating outstanding staff, including support of the Library's 38-year-old Intern Program for training potential leaders. "Its future is always uncertain because people consider it an elite group—and I've always said it's exactly that and I'm very high on it."
- An incentive awards program, executive discussion sessions, division chiefs' luncheons, and other activities he has launched or expanded to improve motivation and communication in the library.
- A Foundation Library Committee, developed to advise the nine top foundations on needed support for libraries.
- And a newly funded $81 million program to renovate the two older Library buildings.

But Welsh believes the two most gratifying achievements of his career might be the two great mass-conservation projects now underway.

Both have been described briefly in *American Libraries* (July/August 1982, p. 476 ff., and updates), but have advanced considerably this year:

- Congress has authorized $11.5 million to launch a mass deacidification facility in Ft. Detrick, Md. There, some half-million volumes a year will be treated with diethyl zinc vapor in twin vacuum chambers to extend their lives hundreds of years.
- The optical-disk pilot program—to explore the feasibility of storing pictorial and textual material on ultra-compact analog and digital disks—has already proved that the idea is technically feasible.

> "We've got a crisis in leadership . . . there are fewer people with the imagination and creativity to run libraries."

An analog video player in the Prints and Photographs Reading Room can be used by the public to call up selected images from the P&P collections—stored up to 54,000 to the disk. And in the inner sanctum of the Library's Automation Systems Office stands a 15-square-foot electronic "jukebox" that stores in digital form the equivalent of one million pages of printed text. Engineers expect that the storage capacity can soon be quadrupled.

The jukebox "plays" on demand any part of the 100 disks it holds. Each disk stores about 300 books. The digital information can be sent to remote terminals. If and when the rights and permissions are worked out with participating publishers, the disk system could figure big in the future of publishing and libraries.

We asked some questions:

What's all this going to cost?

We don't know all the costs yet; but whatever, they have to be measured against the alternatives. You can look at the jukeboxes as a fourth-building concept for the Library. We're never going to get another building on the Hill, so what will we do with the 10 new items coming into the collections every *minute* of every work day? Can we save everything? Should we? Because you acquire something, do you have to keep it?

The jukebox is the best technology we have today for compact storage and retrieval. It offers random access. It's interdepartmental in organization. It seems permanent as a storage medium, and makes perfect copies. You can enhance the image. An item can be shared simultaneously, remotely. It puts an end to the not-on-shelf problem forever. We're using compact digital disks for audio as well;

there are no limits to the range of original music that can be stored.

You sound pretty serious about this project.

People just don't realize how serious the problem is. The way libraries grow, if the Alexandrian Library hadn't burned down in 47 B.C., today every inch of Egypt would be the Alexandria Public Library.

So what should be saved?

No one can agree. Not even Mortimer Adler could figure it out when we discussed it during his visit here. But the decisions must be made. It costs $35 to $100 to microfilm a volume. Some 23 percent of our collections are already brittle. We can no longer afford a total Planned Deterioration Program—doing nothing. When an item comes into the library, we're going to have to decide right then how long should we keep it, and in what format?

The proprietor of a commercial preservation process called Wei T'o claims that Wei T'o is simpler and cheaper than your mass deacidification technique. What's your response?

Yes, Dick Smith peppered the Congress with complaints to that effect; we've issued papers in response, and we convinced Congress that our method was preferable for our particular needs. In doing so, we sharpened our look at both processes, and in fact we do use Wei T'o for some work.*

How have the bibliographic utilities changed the role of the Library?

They've gotten us out of the business of selling catalog cards. In 1968 we sold some 79 million cards. Now it's down to about 11.5 million a year.

Has the Library made some big mistakes?

I'd say that at least our biggest misjudgment was underestimating the cost of automation. Way back when a consultant predicted the cost of an automated systems approach, we thought it was beyond our means. Later, we went ahead, not realizing that even the first cost predictions were greatly underestimated. The costs of software and maintenance just explode the totals.

If you had it to do all over again, what would you have done differently?

I'm pretty happy with the way things have come out. Some programs could stand re-evaluation; but when I've identified a project I felt was needed, I've had the courage to follow it through. I've helped establish the Library's integrity in Congress. I've turned human concern with our staff into a level of productivity that still surprises me.

I wonder who'll replace you when the time comes.

Ah well . . ., I guess it'll be someone younger and more vigorous.

More vigorous? Are you kidding?

Okay—strike "more vigorous." □

*A House of Representatives Report (98-938) to accompany H.R. 5607 gives the Library's argument against non-aqueous and aqueous liquid techniques for mass deacidification, "which are known to cause transfer of certain inks, dyes, and other soluble materials between pages and between books. . . . this problem could lead to very difficult pre-selection workloads and damage to materials that were not selected out."

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Comestibles, Conveniences and Curiosities

in the Midwinter Meeting area of Washington, D.C.

By Diane E. Nester, David Kresh, and Stephen Paul Davis,
with menu consultants Linda Jarschauer Johnson and Thompson Yee

Editor's note. The authors are on the editorial staff of the Library of Congress Professional Association's LCPA Newsletter, *the highly unofficial "insider's" guide to LC. This unique publication deciphers LC policies, practices, and events for LC staff and adds a bit of levity to life on the Hill with such features as "The Adventures of Bulldog Hammer, Hard-Boiled Reference Librarian," and "Ms. L.C. Conduct," for the etiquette-conscious.* AL *asked the staff to unleash their investigatory powers and wit on the Midwinter Meeting area; they came up with this guide for our readers. Menu consultants Johnson and Yee are also LC staff members.*

Comestibles

Most of the restaurants listed below honor all major credit cards and do not have a dress code. If nothing appeals to you, however, don't despair. Escape is possible via Metro's Red Line, with stops conveniently located near the conference area at Woodley Place and Connecticut Ave., and at 24th and Connecticut.

Baron's Gourmet Delly (2643 Connecticut). Inexpensive. A luncheonette-style New York deli where transplanted natives can sample the best in potato pancakes, matzo ball soup, kishka (served hot), knishes, noodle kugel, and blintzes. Top off your meal with an egg cream (according to a source close to the authors, an egg cream has neither egg nor cream). The restaurant also boldly offers "just a little bit of Italia" with subs, homemade pizza, spaghetti, and lasagna. Carry-out hot meals are available. Breakfast served all day. *(See photo next page.)*

David Lee's (2661 Connecticut). Moderate. If you like Chinese, why not fill up on some excellent Mandarin food prepared without monosodium glutamate (the culprit of the "bloat/headache/still hungry" syndrome). David Lee's is highly recommended for its Szechuan-leaning cuisine, generous servings, fresh ingredients, restful atmosphere, good service, and penetrating fortune cookies. All dishes may be prepared without MSG on request. Full bar, reservations recommended.

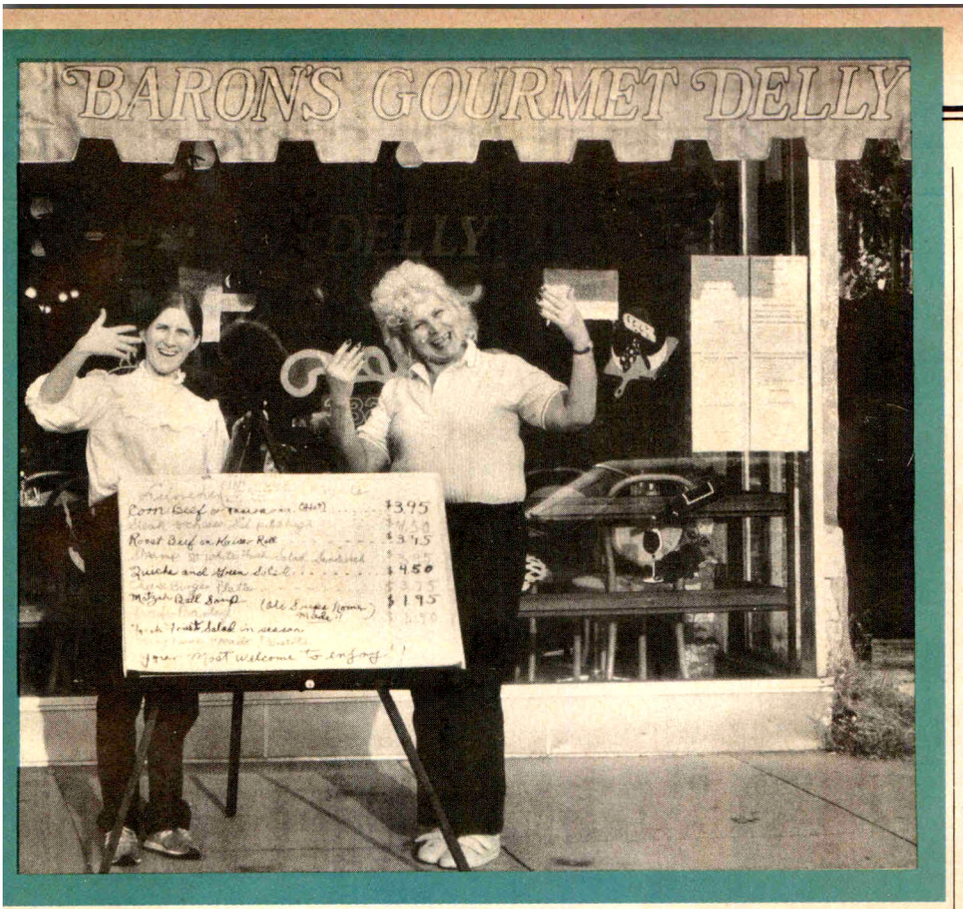
Park Place Cafe (2651 Connecticut). Moderate. The owners declare this cozy spot to be a "French Restaurant" on the awning. We prefer "french-i-fied." Sunday brunch, featuring homemade biscuits and blintzes, is recommended. Caffeine-free espresso and Viennese cappucino are available. Complimentary wine tasting every evening after 6. Live local jazz Friday and Saturday evenings.

Pettito's (2653 Connecticut). Moderate. Reservations suggested. "No man is lonely while eating spaghetti . . . it requires too much attention"; however, don't expect pasta with your meal unless you order it. Good food in an unoppressively elegant atmosphere, and the couple at the next table may be discussing Sweden's contribution to the defense of the Western alliance. Be sure to try the homemade tortoni.

Rajaji (2603 Connecticut). Moderate. Pleasant, relaxed dining, not for the faint of palate at this Indian restaurant. It's your choice whether to go "hot" or "mild," but be prepared for the "hot." Not as "Anna-and-the-King-of-Siam"-ish or as expensive as its neighbor the **Tandoor.** The varied menu includes tandoori (meat or seafood cooked in a clay oven) and both vegetarian and carnivore curries. Goat Masala (it tastes a little like tough pot roast) and the 22-oz. Golden Eagle Indian beer are recommended.

Thai Taste (2606 Connecticut). Inexpensive to moderate. These dishes are spiced to taste so let your tastebuds be your guide. Try dining with a group: order several dishes (seafood, poultry, noodle, or vegetarian) and eat Chinese-style. If Suchat (a.k.a. Stan) is your waiter, be sure to take his advice. Cool off with a bottle of Thai beer (Singha).

Trumpet's (2655 Connecticut). Moderate. "Let the trumpets blare . . . strike up the band." This place is reminiscent of a Mickey Rooney-Judy Garland movie: "Hey kids, if we work real hard, we can run a restaurant!" In an art deco-style dining room, the usual bar/restaurant fare is offered—salads, omelettes, zucchini strips, and burgers with a twist, e.g. a garlic burger (accompanied by a breath mint) and a Maui burger with slices of pineapple and swiss cheese (accompanied by an Alka Seltzer). The restaurant gets an "A" for effort if only because the glass-topped tables are Windexed between seatings. A live piano man plays standards Tuesday through Saturday.



Waitress and proprietor (rt.) invite ALAers to Baron's Gourmet Delly.

Tucson Cantina (2605 Connecticut). Inexpensive. Okay, so you have a craving for Tex-Mex and are fairly bursting for a burrito. You will find the portions plentiful and the food heavy on the heavy side with a taste you will keep tasting long after you have departed. Better to skip the restaurant entirely and move straight to the **Lord Telford Pub,** located in the rear of the Cantina, where you can toss a few darts and hoist a few Carta Blancas.

Conveniences

Debonair Cleaners (2612 Connecticut). One-hour special, shoe repair, cleaning, and tailoring.

Peoples Drug (2616 Connecticut).

Woodley Photo (2627 Connecticut). Instant passport pics, camera repairs, developing.

Sherry's (2600 Connecticut). "We chill any bottle of wine in minutes." Liquor (free delivery), cigarettes, postcards, maps, film, rolling papers, munchies, DC lottery tickets, and mittens in case you left yours at home.

The Perfect Touch (2601 Connecticut). Souvenirs of your visit to Washington—tin ashtrays, plates, polyhedral paperweights encasing monuments, "Politicards."

Moda Beauty Salon (2309 Calvert St.). Monthly style specials—in October the Jheri (Ferraro?) curl was $70.

Curiosities

Book Market (2603 Connecticut). Old mags, Harlequin Romances, used records ("Christmas with Glen Campbell," "Glamorous Holiday" with Jean Houben at the organ), a deaccessioned book from a local PL branch. Heavy on social science (a 1948 symposium on the Kinsey Report, *The Decline of the American Male).* Some old reference books (1966 *PDR,* 1976 *CIS Index,* July-September 1975 LC subject catalog). Armed services editions and pulps. They take any book in trade if physically saleable and give you a credit voucher for half the expected sale price.

Baskin-Robbins (Hand Packed) Ice Cream (2604 Connecticut). Quarterback Crunch, Mississippi Mudd, Gold Medal Ribbon, Almond Bon Bon—need we say more? Diet flavors available at 90 calories a scoop.

"I Am" Temple (2307 Calvert St.). If "I Am" happens to be your thing.

Mrs. Dixon (2647 Connecticut). Marriage counselor, reader-advisor (no relation to the reference tool), ESP.

Marilyn Monroe Mural (Connecticut). She's hard to miss.

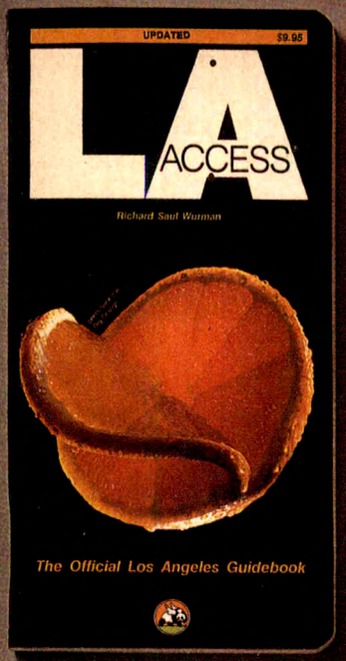
Sherry's South Window. A beer-can display featuring lots of Olde Frothingslosh (depicting Miss Olde Frothingslosh), Zodiac Malt Liquor, Utica Club Cream Ale, Stite (since 1847), and Topper.

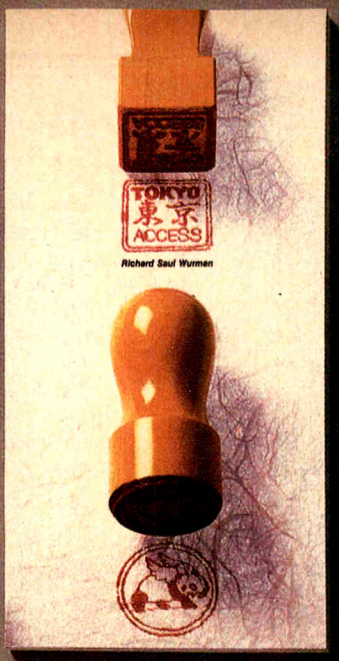
William H. Taft Memorial Bridge. Walk across this bridge to get to the other side and check out the politically inspired graffiti and, before they crumble, the Roland Hinton Perry sculpted lions. LC trivia buffs should note that Edward P. Casey, supervising architect for the Thomas Jefferson building, was the consulting architect for this bridge.

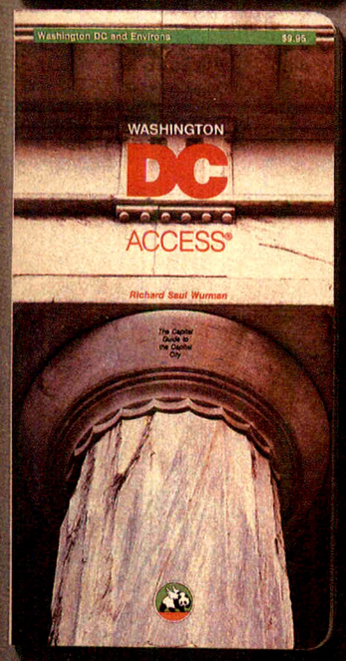
National Zoological Park (3001 Connecticut). Lions and tigers and bears, oh my—and a short hike or Metro ride from the conference area.

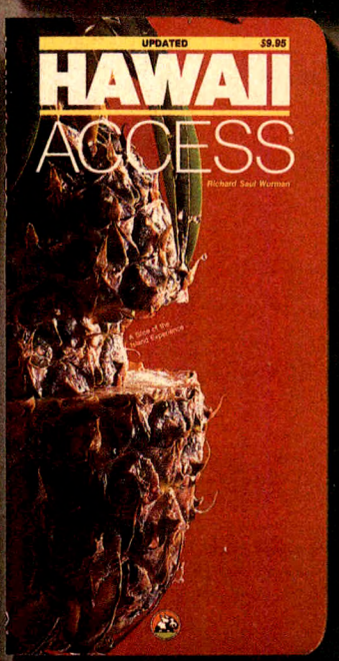
Added Attraction

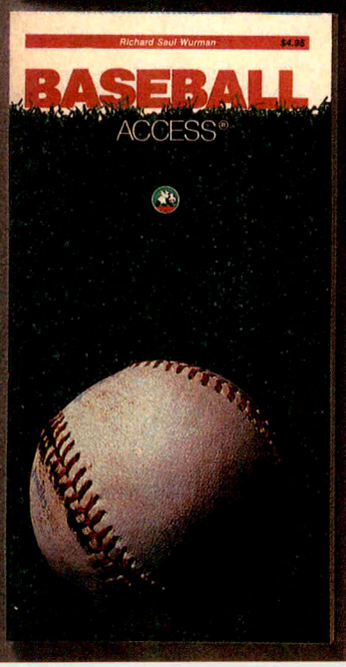
Walking Tour of Adams Morgan District. Conferees will have missed an enjoyable experience if they neglect to stroll through the nearby Adams Morgan shopping and residential area, a ten-minute walk from the convention hotels (east on Calvert St. over the bridge, and north on Columbia Rd.). This is one of the few really user-friendly areas of D.C. and is full of good restaurants, small cafes, and interesting shops. Do yourself a favor and stop by **Noteworthy** (card shop), **Home Rule** (health food store), **Home Works** (art deco *objets),* **Endangered Species** (antique housewares), **Brass Knob** (architectural antiques), **Blue Moon** (costumes and unusual gifts), **Editorial El Mundo** (U.S. and foreign newspapers), **De Gustibus Cafe and Wine Bar, Cafe Lautrec, New Orleans Cafe, Mr. Henry's** restaurant (Jazz and entertainment on weekend evenings), and **La Plaza** restaurant (Spanish/Mexican cuisine—highly recommended). And don't forget to wander up and down the side streets to check out the wonderful old townhouses. □

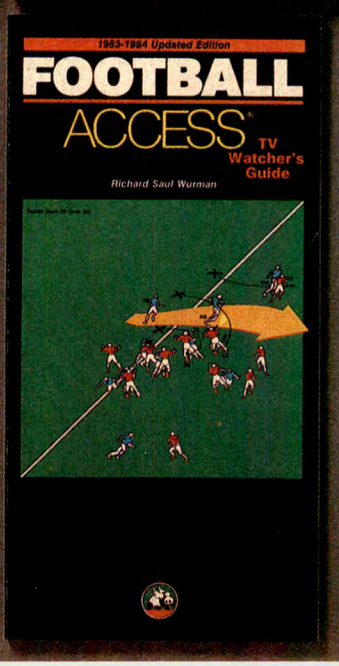


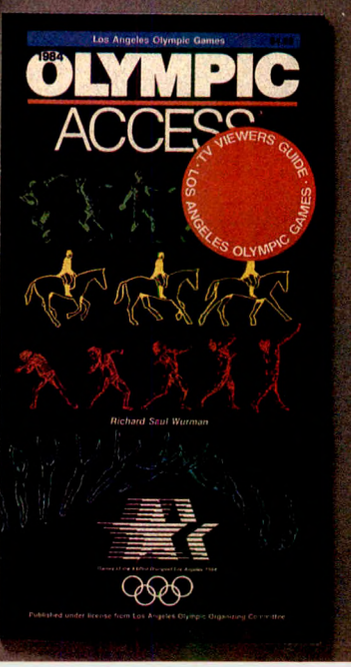












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1985 ALA Midwinter Meeting

January 5 – 10, Washington, D.C.

Council agenda and other highlights of the mid-year meeting

ALA Council meetings

Sunday, Jan. 6, 9 a.m. – 12:30 p.m.
Monday, Jan. 7, 9 – 11 a.m.
Tuesday, Jan. 8, 9 – 11 a.m.
Wednesday, Jan. 9, 9:30 a.m. – 12:30 p.m.
Presiding: E. J. Josey, president, and Beverly P. Lynch, president-elect
Secretary of the Council: Robert Wedgeworth, executive director.
Parliamentarian: Russell F. Anderson

Council orientation

Sunday, 9 – 11:15 a.m.
Coffee
Introductions
Welcoming Remarks—Gloria J. Coles, chair, Council Orientation Committee
Orientation—The Underlying Political Process
Skit

Council and Executive Board information meeting

Sunday, 11:30 a.m. – 12:30 p.m.

The Council/Executive Board information meeting (called under ALA Policy 5.6.2) focuses on essential Association business before the Council at this meeting.

Freedom and Equality of Access to Information Commission Report
Professionalism issues
ALA-AASL discussions
Executive Director search

Council I (Monday)

Adoption of the Rules (*action*) —E.J. Josey
Establishment of the Agenda (*action*) —E.J. Josey
(*New items may be introduced here*)
Approval of 1984 Annual Conference Minutes (*action*)—E.J. Josey
President's Report—E.J. Josey
Treasurer's Report—Patricia G. Schuman
Announcement of Appointments Committee/Executive Board Appointments to 1984/85 ALA Nominating Committee (*information*)—Beverly P. Lynch, chair, Appointments Committee
Council Committee on Committees Report: Nominations for Executive Board Election (*action*)—Beverly P. Lynch, chair
Appointment of Tellers —E.J. Josey
ALA Nominating Committee Report (*information*)—Thomas A. Alford, chair
(See *AL*, Nov. p. 734 – 35)
Policy Monitoring Committee Report (*action*)—Norman Horrocks, chair
Implementation of ALA Conference Council Resolutions (*information*)

Executive Board candidates forum

At the 1984 ALA Midwinter Meeting, Council voted that time be held after the first Council Meeting when Executive Board nominees are established for the purpose of eliciting their views to assist Councilors in voting. The formal meeting will adjourn at 10:30 a.m. to provide time for this Forum. (Balloting will commence at 3 p.m., Monday, Jan. 7; balloting will close at 4 p.m., Tuesday, Jan. 8. Tellers will count at 4:15 p.m., Jan. 8, and report results at Council III.)

Council II (Tuesday)

ALA Strategic Long-Range Planning and Management Accountability Program —Brooke Sheldon, chair, Process Planning Group
Program Evaluation and Support Committee Follow-up Report—Barbara Markuson, chair
Constitution and Bylaws Committee—Ernest DiMattia, chair
Executive Director's Report (including follow-up on Council Resolution on Trade Publishers Discounts)—Robert Wedgeworth

Council III (Wednesday)

Intellectual Freedom Committee Report—Eric Moon, chair
Organization Committee Report—Samuel Morrison, chair
Legislation Committee Report—Ching-chih Chen, chair
Council Committee on Minorities Concerns—Mary Biblo, chair
Bibliographic Data Bases Task Force: Progress Report—David Laird, chair
Teller's Report

Hotel Reservations

The September issue of *American Libraries* carried hotel and general information on the Midwinter Meeting. Although the official cut-off date for reservations is Dec. 5, the reservation form in that issue may still be used. Late housing assignments will be made on the basis of availability and not necessarily at the published rates.

Membership, Subscription and Order Services

Personnel from the ALA Membership, Subscription, and Order Services Office will be on duty in the ALA registration area in the Sheraton Washington Hotel to handle any questions or problems concerning memberships and subscriptions. Please bring along such related items as correspondence and purchase orders. Payment of 1985 membership dues can also be made at that desk.

Placement

Placement service will be provided by the ALA Office for Library Personnel Resources in the Shoreham Hotel. Hours of operation are: Saturday, Jan. 5, 12 noon – 5 p.m.; Sunday, Jan. 6, and Monday, Jan. 7, 9 a.m. – 5 p.m.; Tuesday, Jan. 8, 9 a.m. – 2 p.m. The deadline for preregistration for placement service is Dec. 18. Indicate if you are an applicant or employer.

Shuttle bus

Shuttle-bus service will be provided free for four days of the Midwinter week, beginning on Saturday, Jan. 5, and ending on Tuesday, Jan. 8. The shuttle loop, starting and ending at the Sheraton Washington Hotel, includes the Dupont Plaza Hotel, Mayflower Hotel, and the Ramada Renaissance Hotel. A detailed schedule will be available at the ALA registration desk after opening on Friday, Jan. 4.

LC Information Place

Midwinter attendees can again enjoy the LC Information Place—an informal reception center for visiting librarians and other professionals—on Monday through Wednesday, Jan. 7 – 9, from 10 a.m. to 2 p.m. each day. The Information Place will provide visitors with tours, computer and optical disk demonstrations, special ap-

(Continued on p. 776.)

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- *Rename*—users can substitute their own terminology for names of WILSONLINE commands and logical operators.
- *Save/Savesearch*—searches can be saved for use in another database or at another time.
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We make it easy for you to use WILSONLINE

The Wilson Company provides several user aids that clearly explain WILSONLINE benefits and search procedures.

- *Online help command*—a menu of common situations faced by searchers using WILSONLINE with detailed explanations of their solutions.
- *Online explain messages*—users can request detailed explanations for each system command, message, and feature.
- *Quick Reference Guide*—a one-place look-up summarizing system commands and features.
- *WILSONLINE Guide & Documentation*—a complete user's manual describing search procedures and databases in detail.
- *A WILSONLINE training program* offered at regional sessions throughout the U.S.
- *A toll-free phone number*—a professional searcher will be available to answer your questions if you need help while searching.
- *Accessibility*—WILSONLINE is available Monday, 7:00 A.M. through Sunday 7:00 A.M., except 3:00 A.M. to 5:00 A.M. each morning. (Eastern Standard Time).

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Available now

The following Wilson databases are available now for online searching:

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Index to Legal Periodicals
Readers' Guide to Periodical Literature
Journal Directory
Publishers Directory
Name Authority File
LC MARC File

Available in 1985

Other Wilson indexes, listed below, will become available for online searching in 1985.

Humanities Index (February 1985)
Social Sciences Index (February 1985)
General Science Index (May 1985)
Biography Index (July 1985)
Art Index (October 1985)
Library Literature (October 1985)
Bibliographic Index (November 1985)

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Midwinter schedule (cont'd. from p. 773.)

pointments with LC staff, coffee, and conversation. It is located in the James Madison Memorial Building, 101 Independence Avenue, S.E., Room 139.

Child care

ALA will reimburse to any *registered* parent the charges expended on child care for each day of the Midwinter Meeting, Jan. 5 – 10. This covers only child care in the parent's hotel room or other residence in the Midwinter Meeting city and does not include charges for children's food or transportation, or transportation or gratuity for the sitter or service. Parents may contact their hotel child care center/baby sitting service where it is available, or select one from the classified telephone directory.

Reimbursement forms, available at the ALA registration desk, must be signed by the individual performing the child care services and presented by the parent to the ALA registration desk before noon on Wednesday, Jan. 9.

Message center

ALA will operate a message center for exhibitors and attendees in the ALA registration lobby of the Sheraton Washington Hotel 9 a.m. – 5 p.m., Friday, Jan. 4, through Tuesday, Jan. 8, and 9 a.m. – 1 p.m. on Wednesday, Jan. 9. The on-site telephone number is 202-328-2000, extension 2586. Midwinter attendees and exhibitors whose offices will need to reach them during the Midwinter week can use the above number. Staff members will take only "leave-word" messages for posting in the message center.

Exhibits

Exhibit hours are: Saturday, Jan. 5, 4 – 7 p.m. (official opening at 4 p.m.); Sunday and Monday, Jan. 6 and 7, 11 a.m. – 5 p.m.; Tuesday, Jan. 8, 11 a.m. – 2 p.m.

President's Program

The President's Program is being held on Monday, Jan. 7, 2 – 4 p.m. In keeping with ALA President E.J. Josey's theme, "Forging Coalitions for the Public Good," the program will feature Arthur Curley, deputy director of the New York Public Library Research Libraries, speaking on "Libraries and the Public Good"; Mary Hatwood Futrell, president of the National Education Association, speaking on "Library Service to Minorities and the Public Good"; and Winn Newman, attorney in the landmark *AFSCME* v. *State of Washington* case, speaking on "Pay Equity and the Public Good."

—Conference Arrangement Office

Training courses offered at Midwinter Meeting

The Association of College and Research Libraries will sponsor four continuing education courses at Midwinter Meeting Jan. 3 and 4. For details on the courses covering job training, improving job performance, teaching how to teach science reference materials, and writing and publishing journal articles, call Gail Russell, ACRL Continuing Education director, at Headquarters.

- More than 200 volunteer discussion leaders and reporters are expected to attend the President's Program Training Session at 2 p.m. Jan. 6. The volunteers will learn how to lead small discussion groups at President E. J. Josey's forthcoming Annual Conference program on the theme "Forging Coalitions for the Public Good." Carla J. Stoffle chairs the committee in charge.
- The Continuing Library Education Network and Exchange (CLENE) will again sponsor free counseling on continuing education and staff development programs during Midwinter.

The one-to-one tutorials offer providers of continuing education and staff development personnel an opportunity to review projects, discuss proposed plans, try out new ideas, or receive advice or feedback from experienced continuing education and staff development professionals.

To participate in a tutorial, call Thomas J. Hehman, continuing education consultant at the Virginia State Library, 804-786-2975, before Dec. 15.

Reports, discussions and a copyright database hearing

- The Library of Congress will present the first in a series of Midwinter Meeting and Annual Conference reports to Resources and Technical Services Division members on Saturday, Jan. 5, 2 – 4 p.m. The session was scheduled at the request of members who miss the LC report given at the earlier meeting of Technical Services Directors of Large Research Libraries.
- The ALA Committee on Accreditation will hold an open meeting Sunday, Jan. 6, at 8 p.m. to report on the ALA/COA project designed to involve a variety of associations in the accreditation process. The project has been funded by the U.S. Department of Education under the Higher Education Act Title II-B.

The public is invited to express concerns and raise questions about the accreditation of graduate library and information science programs. The meeting will take place in the Dover Room of the Sheraton Washington Hotel.

Presidential candidates debate

ALA presidential candidates Donald Sager, Regina Minudri, Alphonse Trezza, and any new petition candidates will participate in the Social Responsibilities Round Table Presidential Forum Saturday evening, Jan. 5, at 8 p.m.

The candidates will also address the presidential forum sponsored by the Association for Library Service to Children, the American Association of School Librarians, and the Young Adult Services Division Sunday evening, Jan. 7, at 8 p.m.

The candidates have also been invited to speak at the ALA Chapter Conclave Tuesday, Jan. 8, at 2 p.m.

Midwinter show boasts 330 booths

Last year's record number of Midwinter exhibit booths has been exceeded by 15 percent, with 330 booths selling out to 225 firms. The show will feature the full range of library services and products, from books to bytes. The ALA Store, a smash success in its debut at Annual Conference, will make its second appearance, offering ALA publications, library-symbol items, and other library merchandise. Admission to the exhibits, which run Saturday evening to Tuesday afternoon, is limited to Midwinter registrants and those who requested a free exhibits pass in advance from ALA Headquarters.

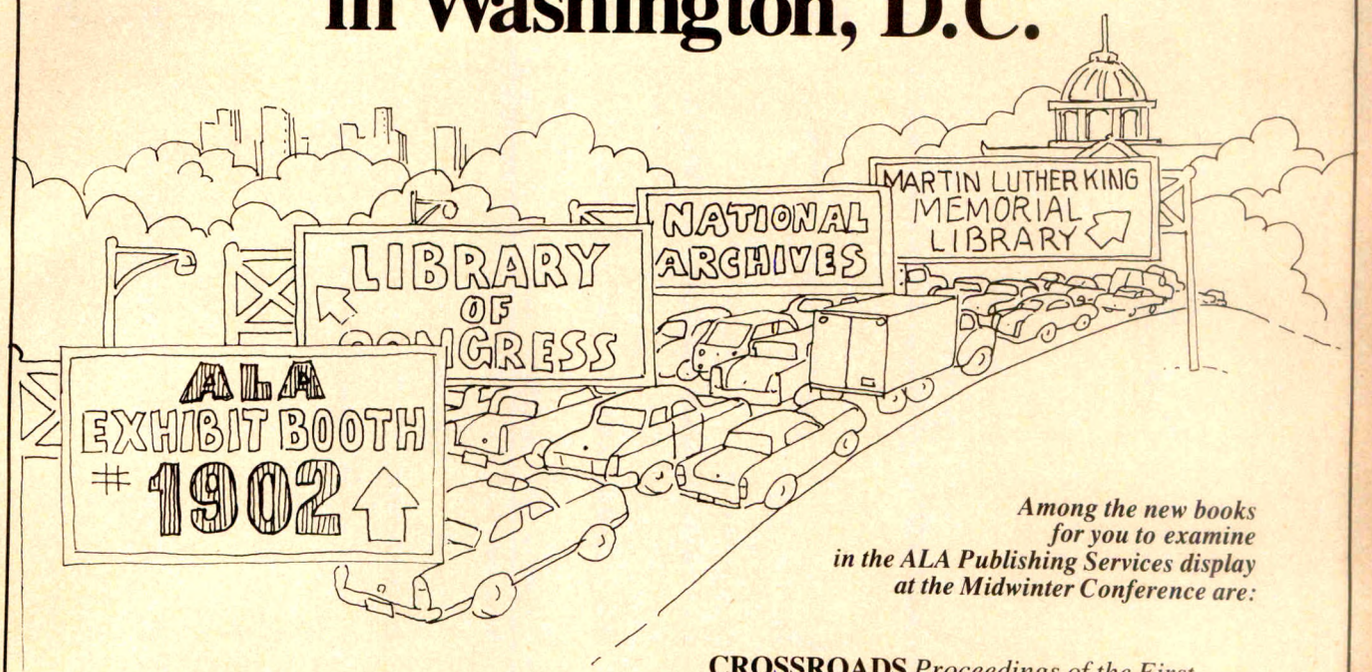
Discount on ALA publications

Visitors to the Midwinter exhibits can purchase new or backlisted ALA publications at 20 percent off the regular price. The special convention discount on publications will be offered at the ALA Store. Among titles available will be the new *Exciting, funny, scary, short, different, and sad books kids like about animals, science, sports, families, songs, and other things*, by Laverne Carroll and Mary Meacham; also, the first two titles in a new Library and Information Technology Series, a new edition of Thomas Hart's *Instruction in School Library Media Center Use, K – 12*, plus more practical aids.

Free publishing workshop

The ALA Publishing Committee will present a workshop 9 – 11 a.m. Jan. 6 at the Shoreham Hotel for anyone interested in the Association's publishing program. The workshop is especially geared for members of divisional publishing committees and published and potential ALA authors. ALA Publishing Director Gary Facente offers an overview. □

Where to find important reading in Washington, D.C.



Among the new books for you to examine in the ALA Publishing Services display at the Midwinter Conference are:

THE FIRST FREEDOM TODAY
Critical Issues Relating to Censorship and to Intellectual Freedom edited by **Robert B. Downs** and **Ralph E. McCoy**
Provides an informative overview of the debate on the threat to freedom of expression from emerging conservative groups for concerned readers, viewers, listeners, writers, and you, the professionals who serve them.
$40.00cl. xv, 341p. 0-8389-0412-2 Sept. 1984

RESEARCH FOR DECISION MAKING
Methods for Librarians by **Robert Swisher** and **Charles R. McClure**
Action research helps librarians make sound decisions. The book explains how to identify appropriate decision areas for study and how to design an action research project.
$25.00cl. xv, 209p. 0-8389-0398-3
Sept. 1984

NATIONAL PLANNING FOR LIBRARY SERVICE, 1935-1975 by **R. Kathleen Molz**
This analysis of why planning evolved as it did shows today's planners how to approach similar library and related public policy issues.
$15.00pbk. 112p. 0-8389-0422-X Dec. 1984

CROSSROADS *Proceedings of the First National Conference of the Library and Information Technology Association, September 1983* edited by **Michael Gorman**
41 research and progress reports on pilot programs in library automation and the implications of information technology for traditional library functions. First title in the new Library and Information Technology Series.
$40.00pbk. x, 262p. 0-8389-3307-6
Oct. 1984

INSTRUCTION IN SCHOOL LIBRARY MEDIA CENTER USE (K-12)
by **Thomas L. Hart**
A comprehensive guide to hundreds of instructional activities, games, tests, microcomputer software modules, AV materials, instructional strategies, and other sources helpful in encouraging school library media center use by students.
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Data Phase gives you literally thousands of bibliographic, circulation, acquisitions and management parameters for customizing your system's online limits to your library's policies.

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HOW DATA PHASE PUTS YOU IN CONTROL IMMEDIATELY.

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OCLC UPDATE

Resource Sharing: A Dream Comes True

OCLC was founded 17 years ago with the goal of enabling libraries to serve their patrons more effectively through resource sharing. Resource sharing had long been practiced among libraries, but, to many, the concept of a cooperative computer database for shared cataloging was a novel idea. In 1971, when the Online System became available, that vision became a reality.

Today, with an Online Union Catalog approaching 12 million bibliographic records and nearly 5,000 member libraries worldwide, OCLC has since expanded that original concept to encompass much more than shared cataloging. OCLC Union Listing and the Interlibrary Loan Subsystem are just two of the ways in which libraries can use OCLC's unique automated resources to gain access to a wealth of online information.

In the '80s, the exchange of materials and information among libraries need not be tedious and time-consuming. OCLC's commitment to online resource sharing has created an electronic environment that is helping to make the concept of a "global village" a reality for participating institutions.

Union Listing

Union Listing, a valuable online resource-sharing tool, has been available to OCLC members and non-members alike since 1981. In just three years, 56 union list groups have been formed, representing about 3,000 libraries.

Union Listing has loosened many constraints on access to information. For example, smaller libraries in a union list group can now view the serial holdings of much larger institutions, enabling their patrons to use resources previously either unavailable or difficult to obtain. Union Listing fosters a community spirit among participants, promoting cooperative collection development and enhancing librarians' traditional goal of meeting patron needs effectively.

And Union Listing provides libraries with the added benefit of slowing the rate-of-rise in the cost of offering these improved services . . . further evidence that OCLC technology not only expands informational horizons through resource sharing, but enables participants to do a better job more cost effectively.

Interlibrary Loan

The Online Union Catalog is the world's largest resource for interlibrary borrowing and lending. In fact, nearly 7 million interlibrary loan requests have been processed via the OCLC Interlibrary Loan Subsystem.

The **Group Access Capability,** a new resource-sharing feature, enables both member and non-member libraries to expand access to materials and information within cooperative groups. Like Union Listing, group access greatly enlarges the scope of interlibrary resource sharing. Participants are no longer restricted to their own collections or even to those of other group members, but become part of a 2,300 library OCLC Interlibrary Loan network comprising many millions of location symbols.

And More to Come

Union Listing and the Interlibrary Loan Subsystem are only two of the ways in which OCLC has used its vast automated capabilities to further resource sharing among libraries . . . and it is part of our mission to continually seek new and better means of making information more accessible. Through the efforts of OCLC and cooperating libraries, the vision of thousands of institutions exchanging useful information at the speed of light is a dream come true.

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(614) 764-6000

For more information, contact your network office or OCLC.

action exchange

Testing Telemarc, supervising moonlighters, and playing music

Q. Can you comment on the use of the Gaylord Telemarc III automated catalog card production system? *Linda Bennett, Director, Allen Parish Library, POB 400, Oberlin, LA 70655* (*AL*, June, p. 370).

A. Our public library received Telemarc on a 30-day basis, which was ultimately extended to 90 days. Although we felt that its sophisticated features justified its relatively high price tag, the fact that it would not drive our Qume printer proved to be an insurmountable barrier and we did not purchase it. We listed 10 good points and 10 limitations in working with Telemarc, which I will send to anyone who is interested.

Telemarc III has been reviewed in the excellent newsletter *Small Computers in Libraries*, but I firmly believe there is no substitute for hands-on use of a complete program, not just a demo disc, in trying to evaluate software. I have found that almost all vendors will either allow previews of their software or will send the documentation and a set of sample cards.

I would also be happy to share my experiences with Catalog Card and Label Writer (K-12 MicroMedia and SVE Singer), Catalog Card Maker II (Winnebago), Catalogue Card Assembler (Jon Mauch), Cardprep (Library Software), and Cardpro (Hugh Starke). I'm not a catalog-card-producing junkie: I simply refuse to settle for a program requiring a drastic change in our catalog card format and offering no improvement over our current, noncomputerized method. *Susan Rosenthal, Head of Technical Services, Oakland Park Library, 1298 N.E. 37th St.. Oakland Park, FL 33334.*

Q. What libraries have written policies regarding moonlighting by reference staff members, particularly as research assistants or consultants? *Lynn Westbrook, Reference Librarian, Main Library, University of Georgia, Athens, GA 30602.*

Q. How do libraries handle the conflict-of-interest issue and the involvement of staff members in financially profitable professional activities where their expertise is developed and enhanced by their library positions but where they are not representing the library? *Charlene P. Holly, Personnel Manager, Allen County Public Library, 900 Webster St., Fort Wayne, IN 46801.*

A. Answers to both these questions on outside employment vary depending on local circumstances, but all libraries should have a specific written policy to avoid misunderstandings. If no policy exists, librarians should seek clarification with an appropriate administrator prior to taking on any activity which might be construed as one for personal gain.

Two ALA policies speak to this issue on a general level. The "Code of Ethics" adopted by ALA Council in 1981 states: "Librarians must avoid situations in which personal interests might be served or financial benefits gained at the expense of library users, colleagues, or the employing institution." The Reference and Adult Services Division "Commitment to Information Services: Developmental Guidelines" (1979) states: "No personal financial gain should result because of the librarian/information specialist role as a representative of the library in dealing with a user."

ALA staff policy requires that staff members discuss with an appropriate supervisor any offers of short-term or part-time professional employment to determine the effect on the workload. Vacation leave may be applied or administrative leave with pay may be approved. Such employment should avoid violating any existing ALA policy and not commit ALA materials, facilities, or personnel for the gain or benefit of an outside enterprise.

Kenneth G. Peterson discusses "Ethics in Academic Librarianship: The Need for Values" in the July 1983 *Journal of Academic Librarianship* 9, p. 132–37. *Margaret Myers, Director, Office for Library Personnel Resources, ALA Headquarters.*

Q. Has any library tried playing classical music during working hours in both public and nonpublic areas? How do staff and patrons react? *Dale Greenbaum, Audiovisual Librarian, Geauga County Public Library, 110 E. Park St., Chardon, OH 44024* (*AL*, Oct., p. 628).

A. I began playing selections from Saint-Saëns, Pachelbel, and Tchaikovsky when kindergarten through third-grade groups came in for their scheduled times. I played the same pieces for six-week periods to introduce children to music they might not otherwise hear. It worked—mothers reported that when the children heard the selections elsewhere they reported it was "the library music."

This encouraged me to buy a stereo and a small record collection to play all day long. Early in the morning, before school started, I chose Bach and other baroque music that I

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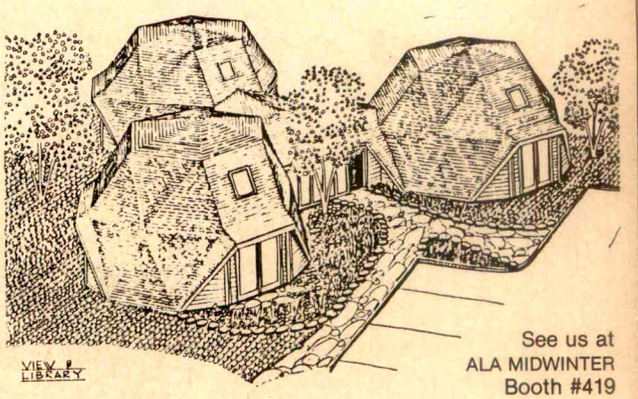

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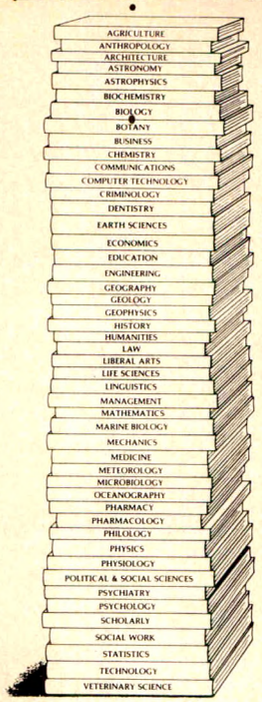

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enjoyed. "What a wonderful way to begin the day!" staff members exclaimed. Some of them brought their paperwork to the IMC to read in the pleasant atmosphere. Junior high school students changed the records to their favorites.

If my experience proves anything, it proves that only positive reinforcement, enjoyment, and learning follow. I've *never* had a complaint! *April Hoffman, IMC Director, Randall School, 1802 Regent St., Madison, WI 53705-4199.*

A. The Lighthouse Point Library has played cassette music for the past three years. Patrons donate tape or discs for us to record, giving us a wide variety of sounds.

Staff members vary the program with classical, easy-listening, traditional jazz, and seasonal music. Patrons enjoy the music and will ask about it when the music isn't playing.

We plan to install a complete sound system in our new building so that music can be heard in all public and nonpublic areas or be eliminated if requested. *Doreen A. Wildman, Director, Lighthouse Point Library, 3770 N. Federal Highway, Lighthouse Point, FL 33064.*

A. Our K – 12 school had a central music system donated by the student council which we used until it was stolen. We discovered that students at all grade levels felt the music was conducive to study and made the library more effective and appealing.

However, students complained about most classical music, calling it "Woolworth music" and "elevator music." They said they found it distracting. Playing "their" music was greeted enthusiastically and didn't seem to interfere with perhaps 90 percent of the students.

We concluded that the selection of music should be geared to the tastes of the patrons, not the library staff. Adults, young adults, researchers, and recreational patrons require different types of music just as they need different materials. We have used different music in different areas with success. *Robert V. Vaughn, Head Librarian, Good Hope School, Frederiksted, St. Croix, VI 00840.*

Over to you

1. How do libraries minimize the damage to microfilm due to users' failure to lift the glass film plane on the 3M Microfilm Reader/Printer before advancing or rewinding the film? (Md.)

2. What libraries, preferably academic, have tried job sharing in Reference positions? How was it done, what are the problems, was the salary split proportionately, and how did you convince the administration to try it? (N.C.)

3. Who manufactures a security system that detects security tapes from floor level to at least 7 feet 8 inches above? (Calif.)

Please send replies to Action Exchange

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive $10 for each reply published. Q's and A's become American Libraries *property and may be edited. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.*

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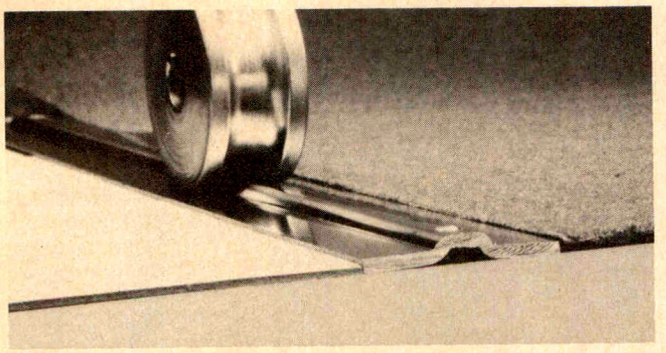

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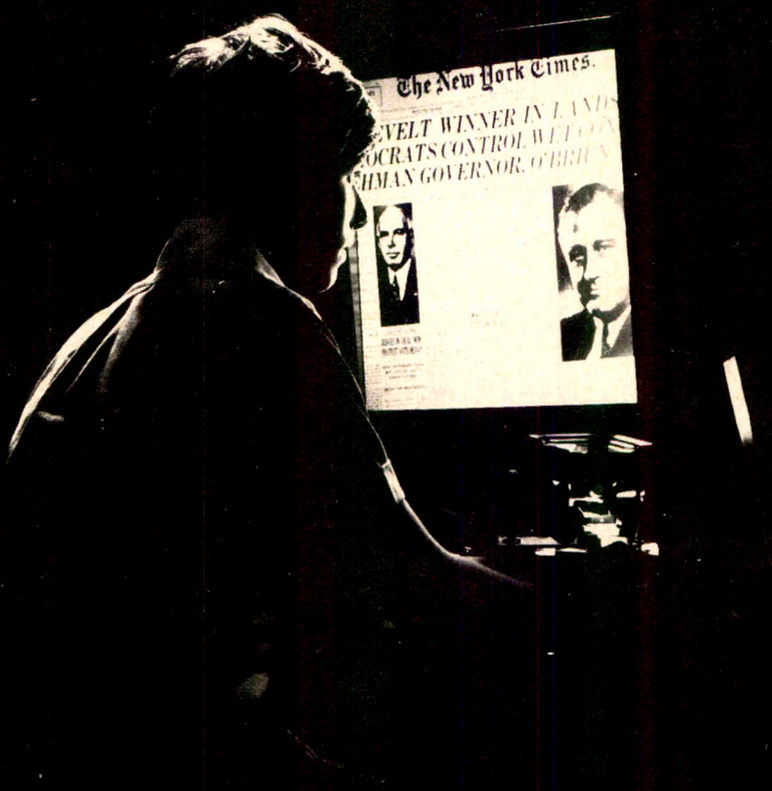

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AASL answers the challenge

Programs take precedence over politics at the division's third national conference in Atlanta

by Gordon Flagg

THE CONTINUING CONTROversy over the future of the American Association of School Librarians as a division of ALA was far from the minds of most of the 3,255 registrants (2,543 delegates and 712 exhibitors) who attended the third national conference of AASL in Atlanta Oct. 31 – Nov. 4. But if the status of AASL wasn't much of an issue at the conference, the status of school librarians themselves was, as programs on leadership skills, professionalism, management techniques, and political lobbying augmented sessions on educational techniques and technology.

In fact, the scope and number of program offerings was such that the conference theme—"Challenge '84: Mission Possible"—could have referred to the efforts of conferees to attend as many of the sessions of interest as possible. A common complaint of frazzled school media specialists, many of whom were attending their first national library conference, was that too many worthy programs were scheduled concurrently. The jam-packed schedule seemed to bear out AASL President Bettie Day's claim to a conference that "met the needs of all types of people—building-level, school district, county, and library educators."

The wide array of programs, well-received speakers, bustling exhibit show, and record attendance (two years ago in Houston the registration was 2,824) all testified to AASL's growing experience in mounting ever-larger, more ambitious conferences. The entire five days went off without a hitch until the final morning, when the late arrival of several shipments of books delayed the opening of the "author fest" autographing session by about a half-hour; and considering the types of disasters that can befall a conference of such scale, that qualifies as merely a near-miss.

The Atlanta gathering was the first national conference of ALA or a division held in a southeastern city since the 1962 ALA Conference in Miami Beach. At the conference banquet, ALA Executive Director Robert Wedgeworth praised AASL for its groundbreaking decision to meet in Atlanta, indicating that ALA may consider the city for a future annual conference.

The Atlanta location also gave the conference a decided southern accent. Fifty-nine percent of the preregistered conferees came from 12 southeastern states, with on-site registrations expected to push that proportion even higher. Every state was represented except Idaho.

Cunningham tells all

In the first of two general "theme sessions," businesswoman and author Mary Cunningham addressed an audience of over 2,000 on the theme of personal excellence. In her introductory remarks AASL Executive Director Alice Fite expressed the goal of seeing school media professionals achieve the success of professionals in other fields, and Cunningham suggested ways individuals can bring this about.

Cunningham told her audience she had been looking forward to speaking to the group because she had been greatly influenced by a childhood librarian—an almost obligatory remark by speakers from outside the library profession. But rather than inspiring Cunningham to discover the importance of literature, her sixth-grade school librarian served as her first female role model outside her family. Twenty years ago it was unusual to have a female authority figure, she said, and unlike many male teachers the librarian was "infinitely approachable."

There are two major areas of impediments to success, Cunningham warned the predominantly female crowd: the external impediments of prejudice, corporate politics (which, she stressed, are found in education as well), and media distortion; and the internal or personal impediments of lack of energy, lack of self-confidence, and lack of faith.

Women appointed to senior management positions should approach the challange with "optimism adjusted just a bit for savvy," which she defined as a combination of sensitivity and judgement. Cunningham advised women in this situation to retain their enthusiasm, but also to be aware of how threatening they may be to those around them: "Go for it, but do it with a bit more subtlety," she recommended.

The speaker's advice was based on personal experience: The story of how Cunningham's promising executive career was endangered by rumors of a romantic involvement with her boss at the Bendix Corporation was recounted in her bestselling book *Powerplay: What Really Happened at Bendix*.

Cunningham's speech and the question-and-answer session that followed was perhaps the best-received program of the conference. The reaction to Cunningham's thoughtful combination of warmth and frankness was summed up by Judy L. Cooper, a school media consultant from Lexington, Ky., who called the speaker "sensitively aggressive."

The second theme session, on professional excellence, was addressed by Atlan-

Against a political backdrop, Mary Margaret Rogers offers tips on lobbying techniques for school librarians as Thomas Hart, chair of the legislation committee of the Florida Association for Media in Education, looks on.

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ta Public Schools Superintendent Alonzo Crim, who described the educational philosophy and programs of his school system in a talk that appeared to have been originally developed for delivery to local civic and business groups. Crim's serious points on such issues as the plight of children, future educational directions, and community involvement were nearly swamped by an overabundance of figures and facts, enumerated with the aid of an overhead projector. He detailed the purpose and goals of education, but made no observations or suggestions on how school librarians, as opposed to classroom educators, could carry them out.

Educational seminars

On the first afternoon of the conference, after a morning devoted to tours of local school media centers and system facilities, conferees could choose among 12 four-hour educational seminars devoted to topics ranging from storytelling with puppets to school library public relations programs. Several of the seminars, rather than dealing with librarianship itself, focused on such routes to personal achievement as management styles, strategic career planning, and dressing for success.

One of these seminars, conducted by management consultant Thomas H. Lawrence, was designed to teach leadership skills using a combination of management science, workbook exercises, and platitudes (''Even a turtle has to stick its neck out to make progress,'' ''Success is getting what you want; happiness is wanting what you get'').

Leadership was also the focus of a program later in the conference on ''Personal and Professional Excellence.'' Kinzey Green, dean of the Oregon State University College of Home Economics, spoke on ''the fine line between the pressure of duty and the challenge of excellence.'' Green, who is also immediate past-president of the American Society of Association Executives, enumerated such obstacles to excellence as myopia, turf-guarding, fear, and an unwillingness to try the new.

She then described such leadership roles as mentor (''a way to replenish the profession we are in''), global thinker (who can ''think globally and act locally''), visionary and actor, and futurist. To demonstrate the last role, Green mentioned three trends that educators should be aware of: the shift of the U.S. from an industrial to an information economy in which the teaching of skills is as important as the teaching of facts; changes in demography, including the population shift from the northeast to the south and southwest; and the increasing number of women entering the paid labor force.

The "First-Timers Coffee" attracted several hundred delegates attending their first AASL conference, including Mary Farris of Memphis, Tenn.

Comparing librarianship to her own field of home economics, Green characterized both as women-dominated, educational, and public-funded—all factors resulting in low pay. ''We have spent a lot of time talking about image, when I think we should have been increasing our stature in the economy,'' she stated. ''If we are paid well, the image will follow.''

Nuts and bolts

But if such intangibles as leadership and professionalism were to be found throughout the conference schedule, most of the program slots were still filled with sessions on such ''nuts-and-bolts'' concerns as booktalks, library media skills instruction, public and private funding sources, mission statements, copyright policies, inservice programs, and author visits.

It's a sign of the times that AASL conference programs on microcomputers have become as much a tradition as sessions on storytelling and puppetry. Among the microcomputer matters covered by a dozen different programs were security for microcomputer equipment, choosing a computer and living with it, cataloging computer software, courseware evaluation, the production of computer curriculum guides, and interactive fiction using the microcomputer.

The evidence at the conference would indicate that, for many schools at least, the Microcomputer Revolution is over and media centers are the victors. But there were warnings that only the battle has been won, not the war. ''The honeymoon period with computers is about to be over and we have some hard questions to face,'' cautioned Joan Burleigh, consultant to the Birmingham (Mich.) Public Schools, at a panel discussion on microcomputer implementation and integration in the curriculum. The choice facing us now, she said, is either to use technology to provide a better-quality education or to simply give it lip service. Burleigh concluded her remarks by quoting Representative Albert Gore: ''Our failures in the past have had to do less with overestimating the power of new technologies than with underestimating the effort necessary to exploit that power.''

Librarians get lift-off

At a pair of programs titled ''Lift-off for *Alliance*,'' librarians and educators discussed the recommendations for improving education through libraries made in *Alliance for Excellence: Librarians Respond to a Nation at Risk* (*AL*, Sept., p. 551). Participants agreed that the report's 13 recommendations were worthwhile suggestions, but that the challenge lies in implementing them. The recommendations, said Marilyn Scott of the Anchorage (Alaska) School District, are just ''pie-in-the-sky statements'' until the profession develops standards to quantify them.

Calling *Alliance* a report ''by librarians to librarians,'' Kenneth Neal of the Utah Office of Education urged dissemination of the publication to teachers' and principals' associations. ''We can talk to ourselves and blow our whistles just so much,'' he said. ''We have to get this report out to those who are in decision-making positions.'' According to Ray Fry, director of the U.S. Department of Education Division of Library Programs, about 1,500 copies of *Alliance* were mailed to all governors and chief state school offices and to all members of Congress on education committees, and Sen. Claiborne Pell (D.-R.I.) read the entire text into the *Congressional Record*.

The participants hoped that *Alliance* would serve as an impetus to action for librarians. ''It's becoming increasingly apparent that professionals in education must take control of their own destiny,'' said North Carolina Division of Educational Media consultant Paula Short.

Lobbying for libraries

Following a mock political rally, with the Florida delegates entering the room to the tune of ''When the Saints Go Marching In,'' Mary Margaret Rogers told about

her successful experience as a lobbyist for school library media programs in the Florida state legislature. Rogers, who was hired as lobbyist by the Florida Association of Media Educators in 1978, has been instrumental in getting legislation passed mandating five school media program areas and appropriating funds for library media materials and equipment in the state budget.

Speaking from a platform decorated with red-white-and-blue bunting, Rogers offered tips to librarians in other states who might be planning their own lobbying efforts. Because of the leadership system, she suggested, efforts should be concentrated on key legislators who hold the greatest influence. Librarians should also set up a network of people throughout the state who will contact legislators on short notice regarding pending bills.

"Building-level media specialists can and do make a difference by involving themselves in legislation," Rogers said, pointing out an added benefit of this political power: "When your school district knows you can influence state legislation, they become far more amenable to your needs on a local level."

AASL and ALA

Association politics rather than state politics became the focal point later in the conference at a "Challenge Forum." There, the AASL Board of Directors answered questions and heard members' opinions about issues facing the division. As expected, most of the discussion centered around the future of AASL within ALA (*AL* July/Aug., p. 496–97 and Nov., p. 735–36). A handful of the several hundred delegates scattered throughout the large auditorium voiced an opinion on the issue. Critical of AASL's current status was Stephen Matthews, a representative to the ALA/AASL Future Structure Subcommittee, who condemned ALA's recent dues hike. "ALA has a responsibility to us, too," he said. "I think it's about time ALA saw the red flag."

On the other hand, Judith Davie read a unanimous statement from the 900-member North Carolina Association of School Librarians declaring that association with other types of librarians is beneficial, and encouraging the AASL board to seek better communications to improve the division's role within the current structure.

A frequent complaint, voiced not only during the forum but also by members throughout the conference week, was that AASL does not do enough to keep the rank and file informed about the rift with ALA and other matters facing the division.

Later in the conference, President Day agreed that a lack of information was probably the reason for the relatively small interest in the AASL/ALA controversy at the conference. "The best way to convey our message is in person, in small groups," she said, adding that AASL hopes to hold another Challenge Forum for its members at the 1985 ALA Conference in Chicago.

The forum audience also wanted to know the status of the standards for school library media programs being developed by AASL and the Association for Educational Communications and Technology. Executive Director Fite reported that the joint committee overseeing the project has engaged a consultant on standards and is now seeking funding from foundations.

Grand finale

The last hours of the conference contained many of the week's most entertaining moments. Maya Angelou, banquet speaker, gave more a performance than a speech. The author of *I Know Why the Caged Bird Sings* and numerous plays, poems, and screenplays scolded librarians for neglecting the works of black poets; judging from most libraries' collections, she said, "It would seem that white people write poetry and black people 'do ditties.' " She then proceeded to put the lie to that assessment by not merely reciting but acting out and even singing verses by Georgia Douglas Johnson, Anne Spencer, James Weldon Johnson, and other black poets.

Angelou concluded by reminding the audience of its responsibility to young readers. "The role of the librarian is *so* serious," she observed. "It is holy, in fact." Urging librarians to take a closer look at black American literature, she stated that "every piece of work written is written for the human being—It is written for us all. . . . Share that understanding with those young girls and young boys who come into your libraries."

As the final event on the program, this year's conference featured two author brunches held simultaneously. While Judith Viorst, X.J. Kennedy, and N.M. Bodecker spoke on light verse in one ballroom, three young-adult novelists a floor below described their experiences with Hollywood.

Six of Betsy Byars' books have been turned into "ABC Afterschool Specials." Although she had numerous complaints about the first four adaptations, the fifth one—*Pinballs*—was so well-done that Byars now visualizes the lead character Carly as actress Kristy McNichol. However, the title of the last production was changed from Byars' *The Night Swimmers* to *Daddy, I'm Their Mama Now*, making it unlikely that young viewers would be able to seek out the book.

Alice Childress wrote the screenplay for the movie of her *A Hero Ain't Nothin' But a Sandwich*, but that didn't stop the filmmakers from moving the locale from Harlem to California and turning it into a story about middle-class people. The playwright and author proclaimed books to be her favorite form of writing "because you bear all the criticism—good or bad," adding "There's nothing in life that we can do—motion pictures or anything else—without books."

But perhaps the most outrageous tale of Hollywood commercialization was told by Robert Cormier, whose *Chocolate War* was optioned during the days of "Charlie's Angels" and other "jiggle programs." The locale was changed to a girls school, with girls in tights in every scene, and the fight at the end was turned into a roller derby. Fortunately, Cormier was able to squelch the project before it went into production.

Cormier's experience with the movie of *I Am the Cheese* was much happier. Although a new, less ambiguous ending was shot after preview audiences said the original one was confusing, Cormier is pleased that 85 percent of his story was left intact. He described his first look at the character of Adam coming to life on the screen as "one of the greatest moments of my life."

Morale-builder

But despite the multitude of informative and entertaining programs and the opportunity to exchange practical suggestions with colleagues from across the country, one of the biggest benefits of AASL III—especially for those who seldom attend national conferences—was the boost in morale it gave school media specialists, who often feel unappreciated by teachers and principals—as well as by other types of librarians. As Martha Hooper of the University School of Nashville (Tenn.) put it, "I realize how much uplifting I need when I get here; I don't get that much support locally. The conference is a real support system for me." The next such opportunity, it was announced at the conference banquet, will be in Minneapolis, Sept. 24–26, 1986. □

Career LEADS

american libraries classified ads

beverly goldberg, ed.

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Joblines will appear in full on a quarterly basis—February, May, July/August, and November—and in abbreviated form the rest of the year. Space saved will be devoted to expanded Positions Open listings.

For complete Jobline info.: Nov. *AL*, p. 706.

ASIS, (202) 659-1737; **ACRL,** (312) 944-6795; **Ariz.,** (602) 278-1327; **Br. Columbia,** (604) 263-0014; **Calif.,** (916) 443-1222 or (213) 629-5627; **CMLEA,** (415) 697-8832; **San Andreas-S.F. Bay/SLA,** (415) 642-2511; **S. Calif./SLA,** (818) 354-4200; **Colo.,** (303) 866-2210, see also Mountain Plains; **Conn.,** (203) 727-9675; **(D.C.) Metro. Wash.,** (202) 223-2272; **Del.,** (302) 282-8676; **Fla.,** (904) 488-5232; **Ill.,** (312) 828-0930; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.,** see

Mountain Plains; **Md.,** (301) 685-5760; **Midwest,** (517) 487-5617; **Mo.,** (314) 449-4627; **Mont.,** see Mountain Plains; **Mountain Plains,** (605) 624-2511; **Nebr.,** (402) 471-2045, see also Mountain Plains; **New Eng.,** (617) 738-3148; **Nev.,** see Mountain Plains; **N.J.,** (609) 292-2992; **N.Y.,** (212) 227-8483; **N.Y./SLA,** (212) 880-9607; **N.C.,** (919) 733-6410; **N.D.,** see Mountain Plains; **Okla.,** (405) 521-4202; **Ore.,** (503) 585-2232; **PLA,** (312) 664-5627; **PNLA,** (206) 543-2890; **Pa.,** (717) 234-4646; **R.I./SRRT,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C., Univ. of,** (803) 777-8443; **S.D.,** see Mountain Plains; **SLA,** (212) 460-9716; **Tex.,** (512) 475-0408; **Utah,** see Mountain Plains; **Va.,** (804) 355-0384; **VA Lib. Network,** (202) 389-2820; **W.Va.,** call Pa. Coop. Job Hotline; **Wyo.,** see Mountain Plains.

POSITIONS WANTED

BRIGHT, PERSONABLE, AND TALENTED LIBRARIAN seeks entry-level reference position in academic library. Hard working and energetic. Recent MLS grad. with a yr.'s experience in a university library reference department. Very interested in bibliographic instruction and good with students. Reply: Box B-856-W.

AV, BOOKMOBILE, CHILDREN, CIRCULATION, COMMERCE, DOCS., GENERAL CATALOG, INSTRUCTION, MEDICAL, REFERENCE—Quick study, will work your front desk or backshop, 1–9 mos., Feb. 15–Nov. 15. Scale + one mo. advance. Call 702-945-2754 or write M. L. Pierce, Hawthorne, NV 89415-1721.

POSITION WANTED: ARCHIVES, SPECIAL COLLECTIONS, MANUSCRIPTS, GENEALOGY, REFERENCE, RESEARCH LIBRARY. ALA-MLS, MS—American History, BS—History. Children's librarian/Archivist for regional library. 3 yrs.' reference. Internship at Truman Library. Experience in management, supervision, processing, cataloging, accessioning, circulation, selection, programming, AV, serials. Reply: Pat Kean, 2504 McLean, Falls City, NE 68355.

PACIFIC NORTHWEST ENTRY-LEVEL position wanted in a college or public library. Recent ALA-MALS graduate. BA Literature and Sociology. Trained in both technical services and reference skills. Have online searching and computer experience including CLSI. Several yrs.' public service work. Kindly reply to: Box B-860-W.

PROFESSIONAL EXCHANGE

LOCAL HISTORY LIBRARIANS INTERESTED IN A 12-MO. EXCHANGE with a British local history librarian based in Manchester, England. Please write to: Alice Lock, 4 Fraser St., Ashton-under-Lyne, Lancashire, OL6 6LL, England.

POSITIONS OPEN

ACADEMIC LIBRARY

Assistant director for data processing. Reports to the associate director/director of libraries and carries out assignments in accordance with established priorities. Works approximately 60 percent of the time in Denver with the staff of Colorado Alliance of Research Libraries (CARL) developing and maintaining an online integrated system. Plans and develops additional data processing applications and office automation systems in CU libraries within the framework of CARL and campus administrative data processing office. Provides liaison and coordination with CARL and campus ADP office. Supervises one FTE staff member in the library data processing office and provides project services, programming, and advice concerning equipment and advances in technology. Required: ALA-accredited MLS degree; minimum of 5 yrs.' professional library/data processing and systems experience in designing, implementing, or operating library automated systems; demonstrated ability to write computer programs; supervisory experience; demonstrated ability to work with supervisors and staff in the application of data processing systems; familiarity with commercially available data processing applications; knowledge of ALGOL, PASCAL, or TAL programming languages. Desirable: knowledge of COBOL programming language; experience with microcomputer technology plus large data processing systems; additional data processing systems experience. Salary range: $25,000–$32,000 for 12 mos. with faculty rank and status. Perquisites include TIAA/CREF and usual vacation and sick leave benefits. Applicants should send resume plus names, addresses, and telephone numbers of 3 references by closing date. **Apply by Dec. 15** to: Leo W. Cabell, Chair, Search Committee, **University Libraries, University of Colorado at Boulder, Boulder, CO 80309.** The University of Colorado at Boulder is an equal-opportunity, affirmative-action, and Section 504 employer. Minorities and women are encouraged to apply.

Assistant head for monographs, acquisitions dept. Available: Feb. 15, 1985. Rank and salary: Associate University Librarian $18,000–$25,000. Responsibilities: 1) Heads the monographic order section, serving the research library and 10 branch libraries, managing a staff of 3 librarians and 7 paraprofessionals. 2) Coordinates the commercial, bibliographic, and computer aspects of monograph control. 3) Oversees the proper expenditure of monograph funds, allocated to academic dept. and branch libraries. 4) Orders materials for special collections. 5) Works with faculty members concerning selection decisions and collection development. 6) Assists the head of the dept. on special assignment. 7) Serves on library committees as assigned. Qualifications: ALA-accredited MLS; minimum 5 yrs.' academic library experience, at least 3 yrs. in acquisitions; supervisory experience required. Ability to effectively maintain working relationships with colleagues in the library and in the university; knowledge of bibliographic sources (OCLC, RLIN), the book trade, and library automation strongly preferred. Communication and public relations skills preferred. Benefits: 12-mo., tenure-track appointment with faculty status. Florida state retirement or TIAA/CREF, Blue Cross–Blue Shield group plan, 22 days' vacation per year. No local or state personal income tax. **Send letter of application with complete resume and the names of 3 references by Jan. 10, 1985,** to: James H. Renz, Associate Director for Technical Services and Bibliographic Control, **216 Library West, University of Florida, Gainesville, FL 32611.** Preliminary interviews will be held at ALA Midwinter. Equal-employment-opportunity, affirmative-action employer.

Assistant librarian, head of technical services. Search reopened. Responsible for operation and policy formation for acquisitions, cataloging, processing, and card catalog maintenance in a partially computerized technical services unit, and planning and implementation of an online catalog and circulation system. Donnelly Library has a book collection of over 135,000 volumes and is a member of AMIGOS Bibliographic Council. Minimum qualifications: ALA-accredited MLS or equivalent. Minimum 3–5 yrs.' experience in technical services including OCLC. Experience in automated processing and familiarity with Dewey Decimal Classification system are desirable. Salary range $20,000–$25,000 depending upon experience and qualifications. Send applications, placement file, or 3 current letters of recommendation to: Richard Panofsky, Library Search Committee, **New Mexico Highlands University, Las Vegas, NM 87701.** New Mexico Highlands University is an AA, EO employer.

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Assistant librarian. Must have master's degree in library science. Duties include sharing duties in community college library, 30,000 volumes, organizing and performing original cataloging of growing historical collection, along with some reference work. Also involves supervising activities associated with cataloging and periodicals for the main collection. Salary range $16,000–$18,000 or up, depending upon experience. Apply to: Lujuanna Clayton, **Isothermal Community College, POB 804, Spindale, NC 28160.** Equal-opportunity employer.

Assistant or associate librarian (rank pending classification), Natural Science Library, University of Michigan. Under the direction of the head, Natural Science Library, coordinates and provides reference service and database searching (DIALOG, BRS). Collaborates on the implementation and evaluation of the user education program. Is involved with the development and implementation of new services. Responsible for collection development for biology and reference, including monitoring funds and preparing preliminary budget requests. Access liaison to faculty in the Division of Biological Sciences regarding reference, database searching, and collection development. Required: accredited MLS. Subject background in biology. Reading knowledge of French or German. Previous professional experience in a science library and in database searching. Strong analytical, organizational, and interpersonal skills. Salary dependent on classification and previous relevant experience; minimum $17,000. **Applications received by Jan. 5, 1985, will be given first consideration.** Apply to: **Library Personnel Office, 404 Hatcher Graduate Library, University of Michigan, Ann Arbor, MI 48109.** The University of Michigan is a nondiscriminatory, affirmative-action employer.

Assistant professor, tenure-leading, in humanities and social sciences division, starting April 1, 1985. Liaison responsibilities, including collection development, library instruction, online literature searching, and referral reference with the faculty and students in the Department of Geography; selection of cartographic materials and supervision of the map collection and information desk responsibilities. Requires graduate degree from a program accredited by the American Library Association and undergraduate or advanced degree in geography. Experience and training with online literature searching, maps, and in reference work preferred. Ability to relate to patrons and staff essential. Salary dependent upon the qualifications of the successful applicant. Depending upon the availability of funds, the minimum salary could be $17,000 for a 12-mo. contract. **Apply with full resume plus names and current addresses/telephone numbers of 3 references by Jan. 15, 1985,** to: Larry L. Kahle, Associate Dean of Libraries, **106 Love Library, University of Nebraska–Lincoln, Lincoln, NE 68588-0410.** Affirmative-action, equal-opportunity employer.

Assistant reference librarian for online access services. Provides reference, online database searching (bibliographic and nonbibliographic), library instruction, reference collection development, and faculty liaison to assigned social science areas. Position reports to chair of reference department. Qualifications: ALA-accredited MLS with social or business BA required. Subject master's and 2 yrs.' recent, academic, large public, or research

Head, Interlibrary Loan Department
Lockwood Memorial Library
State University of New York at Buffalo

Responsible for administration of daily operations of the department, including borrowing, lending, and intercampus loan; determines ILL borrowing and lending policy in consultation with the assistant director for public services; will implement and manage the RLG ILL subsystem through RLIN; plans for staffing and budgetary needs of the department; trains professional and clerical staff; and consults with library patrons on an individual basis to determine how ILL borrowing can assist their research.

QUALIFICATIONS: MLS from an ALA-accredited library school and 3–5 yrs.' experience in interlibrary loan in a large academic library, at least 2 yrs. of which were in a supervisory capacity, are required. Familiarity with CRL and sharing of resources and RLIN interlibrary loan subsystem as well as working knowledge of at least 2 European languages are preferred.

SALARY: $24,000+, depending upon qualifications; faculty status at the rank of Senior Assistant Librarian/Associate Librarian.

Send letter of application and resume including the names of at least 3 references to:

M. E. State
Assistant to Director for Personnel
University Libraries
SUNY/Buffalo
432 Capen Hall
Buffalo, NY 14260

An EO, AA, and Title IX employer

library experience in reference, collection development, library instruction, and/or database searching preferred. Interest and ability to work with micros and software essential. Applicant must be team-oriented, service-minded, innovative, flexible, willing to take initiative, work under pressure, and meet deadlines. He/she must have a strong interest in all facets of academic reference, participate on library committees, and in a professional library organization. Salary and benefits: 12-mo., tenure-track appointment with faculty status. 22 days' vacation, 8 paid holidays, 12 days' sick leave, and TIAA/CREF or state retirement at no cost to employee. Blue Cross–Blue Shield group health, life, and disability insurance. Course tuition waiver. No local/state personal income tax. Appointment at Assistant University Librarian, $16,000–$18,000, depending on qualifications and experience. **Applications accepted through Dec. 31.** Send recent resume, names, addresses, & phone numbers of 3 references to: R. Max Willocks, Deputy Director of Libraries, **215 Library West, University of Florida Libraries, Gainesville, FL 32611.** The University of Florida is an affirmative-action, equal-opportunity employer.

Associate dean/management and public services, Old Dominion University (search reopened). Responsible for the management and coordination of public service functions including reference, government publications, art library, music listening room, and archives. The incumbent also handles a variety of management functions including personnel and physical plant management. Supervising a staff of 12 librarians and 10 support personnel, this individual is responsible for planning, implementing, and/or coordinating such functions as automated database searching, microcomputer applications for public services, and public relations activities. ALA-accredited master's degree, 7 yrs.' progressively more responsible academic library experience in public services, demonstrated leadership ability, and effective interpersonal relations skills essential. Additional education in computer applications and/or business practices desirable. Minimum salary: $33,000. **For full consideration, applicants should send letter of application, resume, names and addresses of 3 references, and photocopies of academic transcripts by Dec. 21** to: C. B. Duncan, Dean, **Library, Old Dominion University, Norfolk, VA 23508.** Old Dominion University is an affirmative-action, equal-opportunity institution.

Business librarian (search extended). Qualifications: MLS from ALA-accredited library school; 2 yrs.' full-time reference experience with business sources; one yr.'s professional online database searching experience on DIALOG and/or BRS. Preferred: academic background in business; academic library experience; collection development or acquisition experience; bibliographic instruction experience; managerial experience. Minimum salary: $20,000. **Send resume and 3 names of references by Dec. 21** to: Barbara Maynard Hirsh, Search Committee Chair, **Ruth A. Haas Library, Western Connecticut State University, Danbury, CT 06810.** An equal-opportunity, affirmative-action employer.

Catalog librarian, central technical services. (Search reopened—this position was previously announced as APP. 79.) Available: immediately. Provides original cataloging of monographic materials in English and foreign languages, including East Asian languages, for humanities, social services, or science/technology via RLIN. Revises cataloging done by other catalogers and provides technical assistance to library and student assistants. Responsible for and coordinates shared cataloging activities with other sections in department. MLS required. Minimum of 3 yrs.' cataloging experience in an academic library. Working knowledge of AACR1/2; OCLC/RLIN required. Familiar with LC classification system and subject headings. Ability to work with a broad range of subjects. Working knowledge of Chinese and/or Japanese required. $23,507 minimum, dependent upon experience and qualifications. Faculty status, calendar-year appointment, TIAA/CREF, life/health insurance, 22 days' vacation. **Submit resume and 3 sources for current references by Dec. 21** to: Shirley W. Bolles (APP. 88), **Alexander Library, Rutgers University, New Brunswick, NJ 08903.** An equal-opportunity, affirmative-action employer.

Catalog librarian. The catalog librarian is a 12-mo. professional staff person responsible for cataloging of all print and nonprint materials. Applicants should be able to work independently. Some supervision of student staff is expected. Minimum qualifications include: ALA-accredited master's degree; knowledge of theological subject areas; thorough understanding of AACR2, LC classification, and LCSH; skill in interpersonal communication; familiarity with OCLC and MARC formats. Nazarene Theological Seminary is a private, church-supported institution, enabling us to also require a willingness to maintain a lifestyle consistent with the standards of the seminary. Acquaintance with Methodist-Holiness literature and reading knowledge of Biblical or modern European language(s) is desirable. Salary minimum $15,000, dependent upon qualifications and experience. Benefits include 20 vacation days, pension plan, and seminary-paid health insurance. **Send letter of interest, resume, and names of 3 references, before Jan. 15, 1985,** to: William C. Miller, **Nazarene Theological Seminary, 1700 E. Meyer Blvd., Kansas City, MO 64131.**

Cataloger (anticipated) to participate in adding the holdings of North American libraries to the international Eighteenth-Century Short Title Catalogue database. Qualifications: MLS; advanced degree in history or English with relevant specialization desirable; computer cataloging experience desirable. Available Jan. 1, 1985. 2-yr.-term position. Salary $15,500–$16,000, depending upon qualifications. **Preference will be given to applications received before Jan. 1, 1985.** Write to: Judith C. Singleton, ESTC/NA, **College of Arts & Sciences, Louisiana State University, Baton Rouge, LA 70803-5111.** LSU is an equal-opportunity employer.

Cataloger. Search reopened. Catalogs and classifies (LC) general works, languages and literature, social sciences, art, and education. Disciplines may be reassigned as necessary. Required: ALA-MLS with 2 yrs.' professional cataloging experience in an academic library. Experience must include use of LC classification, LC subject headings, and AACR2. One modern European language, preferably German. Desirable: OCLC experience, a 2nd European language, preferably French. Instructor rank with full faculty status. Salary range for 12 mos. begins at $16,500; 20 days' annual leave plus 10 paid holidays. Excellent fringes, including retirement program, paid in full. A 2-yr. temporary term appointment which may be renewed. Open immediately. Initial interviews can be conducted at ALA Midwinter, Jan. 1985. Applications accepted until position is filled. Send letter of application, resume, and academic credentials to: Carl H. Sachtleben, Director of Libraries, **Western Michigan University, Kalamazoo, MI 49008.** AA, EO employer.

Chief bibliographer of the university, Ball State University. Reports to dean of university library. Responsible for collection development. Is principal liaison with university faculty concerning collections development; keeps abreast of curriculum planning; maintains contact with print and nonprint publications industry; develops planning and budgetary recommendations and monitors funds; coordinates collections development activities; prepares reports and statistics related to collections development; provides OP and rare book expertise; is liaison with Friends of the Library organization, university development office, and potential donors; participates as member of Library Management Group. Requirements: MLS from ALA-accredited program plus a 2nd master's or its equivalent; minimum of 5 yrs.' increasingly responsible collections development experience; demonstrated ability to communicate effectively with wide variety of constituents; excellent skills in interpersonal relations. Preferred: educational, scholarly, and professional achievements meriting appointment at senior faculty rank; working familiarity with online integrated library systems. Chief bibliographer occupies a tenure-line position with faculty rank determined by experiential and educational credentials. Chief bibliographer serves on a fiscal-yr. basis and salary is negotiable and commensurate with qualifications. Minimum fiscal-yr. salary $27,000. **Consideration of applications will begin Jan. 16, 1985,** and will continue until the position is filled. Send resume and list of references to: Nyal Williams, Chairperson, **Dept. of Library Service, Ball State University, Muncie, IN 47306.** Ball State University practices equal opportunity in education and employment.

Collection development coordinator for the sciences at Arizona State University, where collection development is performed by librarian-subject specialists under the general guidance of collection coordinators for the humanities, social sciences, and sciences, who report to the associate university librarian for collection development. The total library staff

includes 57 professionals, including 7 science subject specialists, and 108 classified staff. 55 new positions have been added to the libraries in the past 5 yrs., and the book budget has grown to $3.1 million. Required qualifications: ALA-accredited MLS; post-MLS experience in an academic or research library, including a minimum of 3 yrs. in collection development; broad science background (preferably with emphasis in engineering or the physical sciences); knowledge of the domestic and foreign book trade, including blanket and approval plans; knowledge of national and international issues and trends in collection development and the book trade; demonstrated communication and interpersonal skills. Preferred: experience in analysis of library collections and needs; working knowledge of one or more modern foreign languages. Salary: $18,000–$30,000, depending on qualifications. **To ensure consideration, applications should be received by Dec. 31, when review will begin.** Recruitment will remain open until the position is filled. Send letter of application and resume which addresses all qualifications and the names, addresses, and telephone numbers of 4 recent references to: Constance Corey, Assistant University Librarian, **Hayden Library, Arizona State University, Tempe, AZ 85287.** Copies of the position description and complete announcement of vacancy may be requested from the same person. ASU is a committed equal-opportunity, affirmative-action employer. Minorities are encouraged to apply.

Data processing librarian. Will participate in the development of an automated library information system and maintain the efficient operation of all ongoing automation projects. Desirable qualifications are: working experience in an academic research library; programming experience in Assembler language, PLI, and COBOL; knowledge of interactive applications and text processing applications. Must have MLS from an ALA-accredited library school or graduate degree in a computer science, mathematics, linguistics, philosophy, or other information science-related discipline. Minimum salary, $18,252. **Send letter of application, resume, and names of 3 references by Dec. 31** to: Virginia F. Toliver, Director of Library Personnel and Administrative Services, **Washington University Libraries, St. Louis, MO 63130.** An equal-opportunity, affirmative-action employer.

Director of public services and collection development. Plans, recommends, implements, coordinates, and evaluates programs for the development of the library's collections and the provision of reference and information services; the division of public services and collection development includes the humanities, social sciences, science/engineering, special collections, and circulation services units; manages the division budget; and serves as a member of the top management group. Requires: MLS from an ALA-accredited library school; at least 5 yrs.' successful academic library administrative experience at the middle- and/or top-management level, preferably in public services; strong collection development experience; effective communication and interpersonal skills. Reports to the dean of library services. Minimum salary $30,948; liberal fringe benefits. **Application deadline Jan. 31, 1985.** Send letter of application, resume, and names of 3 references to: Virginia F. Toliver, Director of Library Personnel and Administrative Services, **Olin Library, Washington University, St. Louis, MO 63130.** An EEO, AA employer.

Earth and planetary sciences librarian and science/engineering librarian (2 positions). 1) **Earth and planetary sciences librarian.** Manages the Earth and Planetary Sciences Library; performs bibliographic duties and is responsible for collection development in related subject areas; works in general reference services; performs online searches in scientific databases. Required: a degree in science (preference will be given to earth and planetary sciences); and supervisory experience. Minimum salary $19,932. 2) **Science/engineering librarian.** Provides general as well as in-depth science/engineering reference service, including online literature searching; selects materials, teaches library usage, and serves as liaison with science/engineering department(s). Degree in science or engineering required. Minimum salary $16,716. Both positions require MLS from an ALA-accredited library school; reading knowledge of a foreign language; knowledge of online searching, preferably BRS or DIALOG; experience in science librarianship or reference department of an academic library. **Applications, resumes, and letters of reference should be sent by Dec. 31** to: Virginia Toliver, Director of Library Personnel and Administrative Services, **Olin Library, Washington University, St. Louis, MO 63130.** Washington University is an affirmative-action, equal-opportunity employer.

Head, access services. University of California, Santa Cruz. Responsible for administration of access services section, whose units —circulation/reserves, interlibrary loan, language/learning lab, recordings, and slides —are composed of one librarian, 16 library assistants, and 20–30 student assistants. Participates in general reference service. Reports to the university librarian & serves as a member of the Section Heads Council, the principal library administrative body. Qualifications: graduate degree in librarianship; minimum of 3 yrs.' experience in an academic or research library system required, including evidence of successful administrative/supervisory experience. Assistant or Associate Librarian ($23,136–$30,156). **Application deadline: Jan. 31, 1985.** Send resume and names of references to: Katherine Beiers, Assistant University Librarian—Personnel, **University Library, University of California, Santa Cruz, CA 95064.** An EEO, AA employer.

Head, acquisitions department, University of Oregon Library. Assistant Professor or higher. Reports to AUL for technical services. *RESPONSIBILITIES:* develop policies and administer acquisitions department. Oversee staff of 12 FTE. Responsible for searching, orders, receipt, and fund accounting for monographic and serial publications using INNOVACQ 100 automated acquisitions system. Monitor expenditures and prepare budget. Serve as liaison with cataloging, collection development, faculty, book trade, and others. Serve on library and university committees. *QUALIFICATIONS:* MLS, knowledge of U.S. and foreign publishing trade, 3 yrs.' acquisitions experience in an academic or research library, incl. 2 yrs.' successful supervisory experience. Sound bibliographic knowledge, fiscal and accounting skills, ability to work well with all levels of staff and faculty. Experience with OCLC or other bibl. utility, knowledge of automated applications to acquisitions. Knowledge of foreign language preferred. *SALARY:* $27,000 minimum for 12-mo. appointment, plus benefits. **Submit letter of application, resume, and names of 4 references by March 1, 1985,** to: Thomas A. Stave, Personnel Librarian, **University of Oregon Library, Eugene, OR 97403.** The UO is an AA, EO employer.

Head of reference (new position). Plans, implements, and evaluates a full range of reference and information services. Responsible for public information desks, database searching, and bibliographic instruction at Cudahy Library on the Lake Shore campus of Loyola University. Qualifications: ALA-accredited MLS with at least 3 yrs.' experience in academic library reference service, including online searching and collection development. Supervisory experience, excellent communication skills, and a demonstrated commitment to public services are also required. Graduate degree in a subject area is highly desirable. Salary: $20,000+. **Send letter of application, resume, and names of 3 references by Dec. 15** to: Mary J. Cronin, Director of Libraries, **Loyola University of Chicago, 6525 N. Sheridan Rd., Chicago, IL 60626.** Loyola University is an equal-opportunity, affirmative-action employer.

Head, reference department, University of Oregon Library. Assistant Professor or higher. Reports to AUL for public services. *RESPONSIBILITIES:* develop and administer policies for the reference department, Main Library. Coordinate, supervise, and provide reference service, online information retrieval, and bibliographic instruction. Responsible for the documents section. Develop reference collection and work with collection development librarian to coordinate collection development responsibility of reference librarians. Coordinate activities of 12 librarians, plus classified employees. Serve on library and university committees. The Main Library supports research and instruction in the humanities and social sciences and houses over 1.2 million vols. The total library system contains over 1.6 million vols. *QUALIFICATIONS:* MLS and at least 4 yrs.' professional experience required. Administrative and supervisory ability, analytical skills, strong oral and written communication skills, demonstrated leadership qualities are essential. Progressively responsible supervisory experience in an academic or research library is preferred. Additional graduate degree and reading knowledge of a Western European language preferred. *SALARY:* $27,000 minimum for 12-mo. appointment, plus benefits. **Submit letter of application, resume, and names of 4 references by March 1, 1985,** to: Thomas A. Stave, Personnel Librarian, **University of Oregon Library, Eugene, OR 97403.** The UO is an AA, EO employer.

Columbia University Libraries

Instructional Services Librarian

This position has primary responsibility for providing library services to undergraduates and graduate students in the arts and sciences. This includes all aspects of the operation of 3 library units as well as planning, developing, and implementing bibliographic instruction programs for undergraduates and coordinating the same for graduate students and faculty members. The 3 library units are the Burgess-Carpenter, College, and Philosophy libraries, which comprise the Instructional Services Library. The incumbent will be expected to continue current activities and to develop innovative services and programs, including the application of new technologies to the delivery of services. Extensive contacts with faculty members will be necessary. This position, which reports to the chief of the Humanities and History Division, has supervisory responsibility for 3 supervisors, 7 supporting staff, and an FTE of 14 student assistants.

Requirements: MLS from ALA-accredited school, graduate subject degree desirable. Demonstrated evidence of imagination, leadership, and managerial skills is essential, as is the ability to communicate effectively in written and oral forms. Knowledge and understanding of the process of scholarly communication and of the complexities of a major research library are also essential. Candidates with successful administrative experience in pertinent areas of library operations will be sought, with special attention given to responsibility for bibliographic instruction programs and responsibility for public service activities. Position available on or about June 1, 1985. Salary ranges: Librarian II, $26,500–$34,450; Librarian III, $29,500–$42,775. **Deadline for applications: Jan. 31, 1985.** Submit application, indicating salary requirements and 3 references, to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.**

An equal-opportunity, affirmative-action employer

Associate University Librarian for Technical Services
Arizona State University

The Arizona State University Libraries are seeking candidates for the position of associate university librarian for technical services. The successful candidate will report to university librarian Donald E. Riggs, be responsible for the leadership and management of all technical service units, and participate in overall library planning and policy formulation.

REQUIRED QUALIFICATIONS include the ALA-accredited MLS degree; successful administrative experience at the department-head level or above in technical services in a university library; a minimum of 7 yrs.' progressively responsible experience in an academic/research library; demonstrated organizational abilities and leadership qualities; demonstrated skills in written and oral communication, interpersonal relations, management, and planning; comprehensive working knowledge of the functions of technical services in a major research library; successful supervisory experience, including supervision of professional and classified staff; knowledge of current issues/trends in technical services, including automation and established standards; evidence of university service, research, and/or participation in professional associations. *PREFERRED EXPERIENCE:* as assistant/associate university librarian for technical services (or its equivalent); fiscal, personnel, and other administrative responsibility in 2 or more technical service areas; supervision of a large staff.

ARIZONA STATE UNIVERSITY AND ITS LIBRARIES: ASU's mission is to continue development as a major research university and to become competitive with the best public universities in the nation. Toward that end, the libraries have experienced dynamic growth during the past 5 yrs., adding 55 new positions and increasing the materials budget from $1.7 million to the current $3.1 million. A new science and engineering library was occupied in 1983, and the other libraries are being remodeled. The libraries are creating a total online integrated system using Tandem hardware and Data Phase software. The transition from a COM catalog to an online public-access catalog will be made in the near future, with acquisitions and serials subsystems to follow. A funding base has been established for an ongoing retrospective conversion project. Collections total 1.8 million vols. and 1.6 million microform units. Of the 243 FTE staff, 88 are employed in technical services. Membership is held in ARL, CRL, AMIGOS, and OCLC. The total budget is $7 million. ASU, with 40,000 students, is the nation's 6th-largest university and is located near Phoenix, the nation's 9th-largest city.

Salary: $40,000 minimum, depending on qualifications. TIAA/CREF and other alternatives to the state retirement plan; annual paid leave of 22 days' vacation, 12 days' sick leave, and 10 holidays; tuition remission for employee and family at all 3 Arizona universities. Librarians serve on university governance committees and are eligible for continuing employment status and sabbatical leave.

Applicants must include documentation or evidence of specific qualifications and short statements (no more than 2 pages each) concerning 1) their philosophy of technical service and 2) what new technical service programs they have implemented and are interested in implementing. A copy of the complete position description is available upon request. Recruitment will remain open until the position is filled. **To ensure consideration, applications should be received by Dec. 31,** when review will begin. Send letter of application, resume, supporting documents, and a list of 4 recent references to: **Constance Corey, Assistant University Librarian, Hayden Library, Arizona State University, Tempe, AZ 85287.**

ASU is a committed equal-opportunity, affirmative-action employer.
Minorities are encouraged to apply.

Head of technical services. Responsible for 3 professional, 5 support staff; coordinates acquisitions, cataloging, serials, catalog maintenance, binding. RLG membership liaison. Qualifications include demonstrated leadership and management skills; analytic ability and attention to detail; ability to work effectively in a collegial environment. Requirements: ALA-MLS and 5 yrs.' relevant experience; working knowledge of library computer applications. Desirable: master's degree in theology or religious studies; knowledge of biblical languages; experience with RLIN and recon. Position is Associate Librarian rank, 12-mo. Salary range $21,000–$24,000; 20 days' annual vacation; TIAA/CREF paid. **Deadline: Dec. 31.** Send letter, resume, names/addresses/telephone numbers of 3 current professional references to: Mary Bischoff, Associate Director, **Graduate Theological Union Library, 2400 Ridge Rd., Berkeley, CA 94709.** EOE, AAE.

Head of technical services, University of Nevada, Las Vegas. Responsibilities: plans and coordinates activities of acquisitions, cataloging, and serials; integrates changes appropriate to new technology; supervises 5 professionals and 13 classified staff; contributes to selection and implementation of an integrated online system; participates in library administration. Reports to library director. Qualifications: ALA-accredited MLS; minimum 5 yrs.' progressively responsible technical services experience; substantive knowledge of automated processes; demonstrated leadership, planning, interpersonal, and communication skills. Prefer working knowledge of OCLC and AACR2, and recent technical services experience in an academic library supervising both professionals and classified staff. Librarians have faculty status, 12-mo. appointments, 24 days' vacation, and TIAA/CREF. Salary: $27,000–$31,000 depending on experience. **Send letter of application, resume, names, addresses, and phone numbers of 3 references by Jan. 15, 1985,** to: Mary Dale Deacon, Library Director, **University of Nevada/Las Vegas, Las Vegas, NV 89154.** UNLV is an AA, EEO institution.

Humanities bibliographer and reference librarian. Requirements: MLS (ALA-accredited). Academic library experience in collection development and maintenance in the humanities. Desired qualifications: collection development and maintenance experience dealing with library materials in all formats; reference experience; advanced degree in English or American literature; experience in using OCLC; and ability to work with Indo-European languages. Demonstrated ability to work effectively with research-oriented faculty, library staff, and other members of the academic community in an intellectually challenging environment. Participates in reference service part-time, provides general and specialized reference service. Develops and maintains collection in literature, communication, theater, and allied humanities disciplines. Works closely with library staff and humanities teaching faculty. Faculty status and responsibilities. Rank commensurate with education and experience. Promotion and tenure require meeting standards of excellence in librarianship, publishing, research, and service. 12-mo. appointment with annual vacation of 22 days. Group life, major medical, and disability insurance plans are in effect as are TIAA/CREF and Social Security. Salary $18,000 and up, depending on qualifications. **Application deadline: Jan. 15, 1985.** Send resume and list of references to: Thomas L. Haworth, Personnel Officer, **Libraries, Stewart Center, Purdue University, West Lafayette, IN 47907.** An equal-opportunity, affirmative-action employer.

Latin American documents and reference librarian. Responsibilities: maintain and expand the official publications of Latin America and the Caribbean, and the publications of international, inter-American, and regional organizations. Provide reference and bibliographical services, including the preparation of guides and orientation lectures for classes. Responsible for the collection in the absence of the librarian. Qualifications: ALA-accredited MLS required. Latin American studies or specialization in fields covered by Latin American studies required. Proficiency in Spanish required. Reading knowledge of Portuguese and French desirable. Salary: minimum $15,715 depending on qualifications. Benefits: faculty status, 22 working days' vacation, retirement options. **Send resume and names and addresses of 3 references by Dec. 31** to: R. Max Willocks, Deputy Director of Libraries, **215 Library West, University of Florida Libraries, Gainesville, FL 32611.** The University of Florida is an affirmative-action, equal-opportunity employer.

Library automation coordinator. Responsible for providing technical expertise and support in the implementation of an integrated online system for the library and for acting as liaison to the library consortium maintaining the system. Coordinator is to identify microcomputer applications for some library functions and to implement and maintain them. Qualifications: experience with both integrated online systems and microcomputers preferred and required with at least one, including a knowledge of programming, system design and organization, and telecommunications; ALA-accredited MLS; problem-solving and communication skills; ability to work well with all levels of staff. Faculty rank on a tenure track. Salary: $19,000 minimum with fringe benefits. **Deadline: Dec. 15.** Send letter of application, resume with a description of experience in library automation, and 3 letters of reference to: Director's Office, **Olson Library, Northern Michigan University, Marquette, MI 49855.** NMU is an EO, AA employer.

Library conservator, Columbia University Libraries. This is a new position with primary responsibility for planning and developing procedures and methods for the treatment of library materials in the Columbia University Libraries. Initial duties will involve space and equipment planning for the establishment of a conservation laboratory. The incumbent will then establish procedures for the treatment of library materials, perform the treatments, and train and supervise the staff. Other duties will include assisting in exhibits, disaster recovery programs, testing materials, and related environmental projects. The position will report to the head of the preservation department and participate in the libraries' overall preservation program, which includes microfilming and commercial binding. In addition to an undergraduate degree, requirements are knowledge of conservation practices and procedures, as demonstrated through previous relevant experience and/or successful completion of a formal program in the conservation of library materials. Evidence of the ability to perform a wide range of conservation treatments in a research library environment, creativity, and supervisory capabilities will be sought. Preference will be given to applicants with an accredited MLS. Salary ranges are: Librarian II, $21,000–$27,300; Librarian III, $24,000–$34,800. Excellent benefits include free tuition and assistance with university housing. **Deadline for applications is Jan. 4, 1985.** Submit resume, listing salary requirements and 3 references, to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Library personnel officer: a staff officer with responsibility for coordinating libraries' personnel policies in the areas of recruitment, compensation, employee relations, and staff development; these services are provided for 271 employees including 63 professionals, 66 paraprofessionals, 44 clerical staff, and 93 FTE student assistants. The library personnel officer uses independent judgment in handling problems in all the above areas and works closely with department chairs and other employees to develop and apply internal personnel procedures. The personnel officer represents the university libraries in university work groups on personnel issues. Qualifications: a broad knowledge of all functional areas found in a large academic library; a clear understanding of individual jobs, job levels, and the interrelatedness of library functions; a knowledge of trends and developments in research librarianship nationally; ability to maintain effective working relationships with colleagues in the library and the university and the ability to communicate logically, clearly, and efficiently in oral and written form; and ability to be objective, equitable, confidential, and consistent in interpreting and applying university and library personnel policies and procedures and sufficient independence of thought and maturity to sustain the resultant decisions are required. MLS degree from an ALA-accredited library school is required. 3–5 yrs.' progressively responsible experience in a research library (including some supervision) strongly preferred. Rank and salary: appointment at Associate Librarian level, $17,139–$30,400; full Librarian level, $20,385–$36,200. Initial appointment up to $30,000 depending upon experience. Benefits: 12-mo., tenure-track appointment with faculty status. Florida state retirement of TIAA/CREF, Blue Cross–Blue Shield group plan, 22 days' vacation per yr., no state or local income tax. **Send letter of application with complete resume and names and addresses of 3 references by Dec. 15** to: James H. Renz, Associate Director, **University of Florida Libraries, Gainesville, FL 32611.** The University of Florida complies with Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974. Preliminary interviews available at ALA Midwinter.

Monographic cataloger, Mississippi State University Libraries (search reopened). Qualifications: ALA-accredited MLS degree strongly preferred. Working knowledge of AACR2 and LC classification necessary. Experience with OCLC/SOLINET system preferred. Working knowledge of at least one foreign language, preferably Spanish, desirable. Willingness to accept responsibility, ability to work harmoniously with other professionals and paraprofessionals, and the ability to supervise the work of library student assistants are all essentials. Duties: shares in the cataloging (some original) of new monographic materials including music, microforms, and sound recordings using LC classification and subject headings, AACR2, OCLC-MARC format; some assignments in reclassification and catalog maintenance. Other duties as assigned. Benefits: includes faculty rank, status, privileges, and responsibilities; enrollment in the state retirement system; comprehensive medical coverage; university holidays and annual and health care leave. Salary: approximately $14,500. **Application procedure: send application and resume, including names and addresses of at least 3 references (preferably work) by Jan. 16, 1985,** to: Frances Coleman, Chair, Search Committee, Monographic Cataloger, **Mississippi State University Libraries, POB 5408, Mississippi State, MS 39762.** Mississippi State University is an equal-opportunity, affirmative-action institution.

Public services librarian, Bethel College, McKenzie, Tenn. Position open Feb. 1, 1985, at a small, church-related college for energetic, self-starting librarian with supervisory skills. Responsible for public services with emphasis on reference, circulation, ILL, stack supervision, AV, and bibliographic instruction. Knowledge of technical service functions helpful. Share night and weekend desk duty with other staff. ALA-MLS required. Experience preferred. Tenure-track, 10-mo. position; Instructor or Assistant Professor rank. Minimum $13,000, depending on rank. Position open until filled. **Send letter of application, resume, and list of 3 references by Dec. 15** to: John Langfitt, Academic Dean, **Bethel College, McKenzie, TN 38201; 901-352-5321.**

University of Illinois at Urbana-Champaign
Director of Departmental Library Services

A permanent position available Feb. 1, 1985. *Required qualifications:* master's degree from an ALA-accredited school or its equivalent; 8 yrs.' professional library experience, including more than 5 yrs.' experience in increasingly responsible public service positions in large academic or research libraries; research and publication record appropriate for appointment at rank of Associate Professor or Professor; evidence of ability to work effectively with others. *Preferred qualifications:* experience with a departmental library or decentralized library system; experience in managing large budgets; experience with automated systems. Salary $42,000 upward, depending on appointment rank and experience. Complete job description mailed upon request.

Search extended. **Application and nomination deadline Jan. 15, 1985.** Send complete resume with names and addresses of 5 references to: **Allen A. Dries, Library Personnel Manager, University of Illinois Library at Urbana-Champaign, 127 Library, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-8168.**

Affirmative-action, equal-opportunity employer

Reference librarian. Duties include reference work, bibliographic instruction, collection development, acting as liaison with faculty departments, and assisting in technical services as needed. The 8-mo. position, to replace a librarian on leave, begins Jan. 1, 1985, with possibility for an additional semester appointment. The successful applicant will work in a technologically sophisticated and exciting environment. Candidates must have an MLS degree from an ALA-accredited institution. Experience in public services is highly desirable. The ability to work effectively with students, faculty, and staff is especially important. Salary $1,250 per mo. maximum. **Submit a letter of application, resume, credentials, and 3 letters of reference by Dec. 15** to: Philip C. Wei, Director of Library Services, **Plymouth State College, Box E, Plymouth, NH 03264.** AA, EOE employer.

Reference librarian. General reference librarian with interest in business reference services to coordinate online searching in an academic library. Requirements: MLS with experience in reference services and online searching. Must demonstrate good communication skills and desire to work with the public. Salary range: $19,000–$23,000. Appalachian State University, located in the northwestern corner of North Carolina in the Blue Ridge Mountains, has 10,000 students and is one of the 16 campuses of the University of North Carolina system. **Deadline for accepting applications: Jan. 1, 1985.** Send letter of application, resume, transcript(s), and 3 names as references including addresses and telephone numbers to: Richard T. Barker, University Librarian, **Appalachian State University, Boone, NC 28608.** An affirmative-action, equal-opportunity employer.

Reference librarian. MSLS; 4 yrs.' varied experience at a reference desk in a large public, college, or community college library, and experience in the use of microcomputers. Regular evening and weekend hrs. Salary $1,690 per mo. and up, depending on experience. For applications and job description, contact: **Central Piedmont Community College, Personnel Office, Charlotte, NC 28235; 704-373-6631.** EOE, AA.

Reference librarian. Reports to head, reference department. Responsible for assisting with ILL services, general reference services, and bibliographic instruction. May also participate in online database searching and collection development. Schedule requires some evenings and weekends. Qualifications: an ALA-accredited master's degree, some reference experience, and demonstrated ability to communicate effectively required. Academic library experience is preferred. An additional subject master's degree and experience in interlibrary loan and bibliographic instruction are desirable. Position available: June 1, 1985. Salary: minimum $17,000, negotiable, depending upon qualifications and experience. Excellent fringe benefits. **Applications must be postmarked on or before Jan. 18, 1985.** Send letter of application, resume, and names, addresses, and telephone numbers of 3 current references to: O. Gene Norman, Chair, Library Search Committee, **Indiana State University Libraries, Terre Haute, IN 47809.** Indiana State University is an equal-opportunity, affirmative-action employer.

Reference librarian with specialization in business. Provides general reference service with 11 full-time reference specialists. Specialist activities include extensive online database searching, bibliographic instruction, department liaison, and collection development. ALA-accredited MLS or equivalent required. Preferred qualifications include 2 yrs.' post-MLS reference experience with business-related resources and an undergraduate major in business, economics, or a social science. Advanced degree in a related discipline is desirable. Tenure-track position. 24 days' annual leave, tuition remission, usual benefits. Rank and salary dependent upon education and experience. Assistant Professor $18,000 minimum; Associate Professor $20,000 minimum. **Send letter of application, current resume, and the names, addresses, and telephone numbers of 3 recent references by Jan. 15, 1985,** to: Jill Keally, Personnel Librarian, **The University of Tennessee Library, Knoxville, TN 37996-1000.** UTK is an EEO, affirmative-action, Title IX, Section 504 employer.

Reference librarians (2). Opportunity to work in an environment where services are expanding and where there is considerable scope for implementing new program initiatives, including the application of new technologies to the delivery of services. Responsible for collection development, library instruction, and computerized database searching in assigned disciplines. Provides service at the reference desk, including some weekend and evening hours. 1) **Social science reference librarian.** Requires master's degree from ALA-accredited library school and undergraduate degree in a social science discipline. Reference experience highly desirable. 2) **Engineering reference librarian.** Requires master's degree from ALA-accredited library school and significant coursework in pertinent science disciplines or science reference experience. $16,000 minimum salary depending on qualifications and experience. Excellent benefits including choice of retirement programs. The University of Houston–University Park Libraries have 1.4 million volumes, a materials budget of $2.4 million, and a staff of 58 professionals and 200 support staff. **To ensure consideration, applications must be received by Jan. 15, 1985.** Send letter of application, names of 3

Positions Open continued on p. 797.

DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

December

12: *BRS Intro. Trng.* prog., New York, N.Y. Spons., BRS. Fee, $70. Info.: BRS Trng. Mgmt., 6 Bryn Mawr Ave., Suite 201, Bryn Mawr, PA 19010.

12–13: *Dvpg. & Mktg. Successful Seminars & Confs.* seminar, New York, N.Y. Spons., Mktg. Federation. Info.: T. Solomon, Mktg. Federation, 134 Middle Neck Rd., Great Neck 11021 (516-829-4440).

17–21: *Fundraising Trng.* prog., Pittsburgh, Pa. Spons., The Grantsmanship Ctr. Info.: Grantsmanship Ctr., 1031 S. Grand Ave., Los Angeles, CA 90015 (800-421-9512 or 213-749-4721).

17–21: *Grantsmanship Trng.* prog., Chicago, Ill. Spons., The Grantsmanship Ctr. Info.: see Dec. 17–21 above.

27–30: Amer. Historical Assn. annual mtg., Hyatt Regency Hotel, Chicago, Ill. Info.: AHA, 400 A St. SE, Washington, DC 20003 (202-544-2422).

COMING UP

ALA Midwinter
Washington, D.C. Jan. 5–10, 1985

National Library Week April 14–20, 1985

Executive Board
Spring Meeting May 1–2, 1985

ALA Annual Conference
Chicago, Ill. July 6–11, 1985

IFLA General Conference
Chicago, Ill. Aug. 18–24, 1985

27–30: Modern Lang. Assn. annual conv., Washington, D.C. Info.: MLA, 62 Fifth Ave., New York, NY 10011 (212-741-5588).

January

2–4: Assn. for Lib. & Info. Sci. Ed. annual conf., Shoreham Hotel, Washington, D.C. Theme, "Undergrad. Prep. for the Info. Prof." Info.: J. Phillips, ALISE, 471 Park Lane, State College, PA 16801 (814-238-0254).

6–11: *Fundraising* short course, San Francisco, Calif. Also in San Francisco on Jan. 13–16 & on Feb. 4–7. Spons., Fund Raising Schl. Info.: Fund Raising Schl., POB 3237, San Rafael 94912-9087 (415-457-3520).

7–8: *Adv. Records Mgmt.: Autom. Doc't. Cntrl., Storage, & Retrieval Systems* course, Washington, D.C. Spons., George Washington U. MLA CEUs available. Fee, $75 MLA mem.; $110 nonmem. Info.: D. Aldridge, CE, GWU, Washington, DC 20052 (800-424-9773).

10–13: Annual Literary seminar, Key West, Fla. Spons., Cncl. for Fla. Libs. Theme, "Hemingway: A Movable Feast." Info.: Cncl. for Fla. Libs., 1700 E. Las Olas Blvd., Fort Lauderdale 33301 (305-525-6899).

16–21: Assn. for Ed'l. Communication & Technol. annual conf., Anaheim (Calif.) Conv. Ctr. In conj. w/Int'l. Communications Industries Assn. (NAVA/ICIA) annual conv. & COMMTEX Int'l. Info: AECT, 1126 16th St. NW, Washington, DC 20036 (202-466-4780) or NAVA/ICIA, 3150 Spring St., Fairfax, VA 22031 (703-273-7200).

17: Massachusetts LA midwinter conf., Framingham (Mass.) State College. Theme,

ADVERTISEMENTS

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Scholarships, Fellowships, and Financial Aid 1985–86
MA and PhD Degrees and Certificates of Advanced Study

The Graduate Library School offers distinctive and challenging programs of instruction designed to provide a comprehensive educational foundation for career-long professional development in librarianship and in information science. Applications for scholarships for the academic year 1985–86 for the above degrees are now being accepted.

In addition to direct scholarship and financial aid, on campus and nearby in the city are available a wide variety of part-time work opportunities which provide support and invaluable preprofessional experience. Student loans are also available.

Application deadline Feb. 1, 1985; early and late awards are also made.

To apply write to: **Dean of Students, Graduate Library School, JRL S-102, University of Chicago, 1100 E. 57th St., Chicago, IL 60637.**

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Two 1-Day Workshops for Librarians & Architects

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March 1985

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Our August & November 1985 Seminars.
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RATES FOR ADVERTISEMENTS

Nonprofit organizations: **Line-by-line** format, $5/line; ALA institutional members, $4/line. **Display** format, $50/column inch; 20% discount to nonprofit ALA institutional members.

For-profit organizations: **Line-by-line** format, $7.50/line; **display** format, $75/column inch.

CREATE YOUR FUTURE. Unique program to focus your mid-career development, continuing education directions, and professional networking. *ALA Midwinter special:* workshop to help you plan your own professional networking. Friday, Jan. 4, 1985, 1 pm–4 pm. Cost: $45. **Preregistration by December 21.** For more information, contact: Career Connections, POB 9331, Santa Fe, NM 87504; 505-983-9217.

Designing & Space Planning
The Electronic Library

Dec. 5–6, 1984 • Los Angeles
Dec. 13–14, 1984 • New York City
Feb. 14–15, 1985 • Washington, D.C.
April 4–5, 1985 • New York City
Oct. 3–4, 1985 • San Francisco

Fee: $275
Authors: *Planning the Electronic Office*
McGraw-Hill, 1983

AARON COHEN ASSOC.
RFD 1, Box 636, Teatown Rd.
Croton-on-Hudson, NY 10520
914-271-8170

"The Lib. as an Ed'l. Inst." Info.: R. Hunte, Exec. Secy., MLA, c/o Hunte Grp., 436 Great Rd., Acton 01720 (617-263-5144).

17: *Wkshp. on Persnl. Policies,* Groton (Conn.) Pub. Lib., Rte. 117, Newton Rd. Spons., Conn. Task Force on Due Proc. Info.: J. Simpson, Exec. Secy., CLA, State Lib. Bldg., Rm. L216, 231 Capitol Ave., Hartford 06106 (203-278-6685).

22: Conf. for Women Fac. & Admin., U. Ga., Athens. Spons., U. Ga./Ga. Ctr. for CE. Theme, "Power & Politics in Academia." Info.: H. Mills, Ga. Ctr. for CE, U. Ga., 30602 (404-542-7428).

24: *N.Y. Lib. Club Centennial Banquet,* N.Y. Pub. Lib., Fifth Ave. at 42nd St. Clifton Daniel, author of *Lords, Ladies and Gentlemen: A Memoir,* to speak. Fee, $35. Info.: N.Y. Lib. Club Centennial, Rockefeller Ctr. Sta., Box 1052, 10185.

24–26: *Women in Higher Ed.: Traditions, Transitions, & (a Few) Revolutions* conf., Orlando, Fla. Info.: H. Martin, CE, St. Louis U., Metropolitan Col., 221 N. Grand Blvd., St. Louis, MO 63103 (314-658-2330).

26: *Reg'l. Wkshp. in Lib. Ldrshp.,* San Diego (Calif.) Pub. Lib. Spons., Calif. Assn. of Lib. Trustees & Commissioners. Info.: C. Kraemer, 109 Oakmont Ave., San Rafael 94901 (415-456-4387).

29–31: *Intro. to Planned Giving* wkshp., Hyatt Regency Hotel, Tampa, Fla. Spons., Cncl. for Adv. & Support of Ed. Info.: CASE, 11 Dupont Circle, Suite 400, Washington, DC 20036 (202-328-5900).

30–31: Info. Mgmt. Congs. Pan Amer. conf., Caribe Hilton, San Juan, P.R. Spons., Info. Mgmt. Congs.; Assn. for Info. & Image Mgmt. Info.: IMC, POB 34404, Bethesda, MD 20817 (301-983-0604).

30–Feb. 3: Special LA annual winter mtg. & ed. conf., Philadelphia, Pa. Info.: SLA, 235 Park Ave. S., New York, NY 10003 (212-477-9250; E. Gerber for CE info.).

31–Feb. 2: Southwestern Ed'l. Research Assn. annual mtg., Austin, Tex. Info.: D. Adkins, Dept. of Research & Eval., Dallas Independent Schl. Dist., 2611 Healey Dr., Dallas 75228 (214-324-5321).

April

4–17: *Chldrn.'s Lit. in the USSR* travel seminar. Spons., Citizen Exch. Cncl. Includes Moscow, Leningrad, Tallinn, & Helsinki. Fee, $1,799, w/$300 req. at regis. *Deposit deadline Jan. 7. ($900 due) Enrollment limited. Info.:* A. Pillar, 67 Forester St., Long Beach, NY 11561 (516-431-3745) or Citizen Exch. Cncl., 18 E. 41st St., New York 10017 (212-889-7960).

ADVERTISEMENTS

RMG Consultants, Inc., presents
TWO SEMINARS IN AUTOMATION
prior to ALA Midwinter, January 3–4, 1985
Embassy Row Hotel
2015 Massachusetts Ave. NW
Washington, DC

Planning and Buying Integrated Library Systems
Thursday, January 3, 9 am–5 pm

- State of the art
- Costs and budgets
- Data conversion strategies
- Planning and evaluating systems
- Procurement and contract negotiations
- Preparing for effective leadership for change

Rob McGee, President of RMG Consultants, Inc., will present approaches to planning and buying automated systems, approaches that RMG designed to assist libraries in selecting the best systems and in building support for their decisions. **Dan Iddings,** RMG, will join the seminar to discuss converting bibliographic data.

The Online Public Access Catalog: A Close-Up
Friday, January 4, 9 am–5 pm

- State of the art
- The marketplace
- An in-depth look at functions, features, and capabilities
- Integrating vs. interfacing with other library systems
- Costs/benefits/risks of purchasing now

Based on RMG's recent comprehensive study of online public access catalogs, the seminar focuses on the state of the art of online public access catalog designs, capabilities, problems, and promise. The seminar will also provide guidelines and methods for analyzing demonstrations of online public access catalogs and communicating with vendors effectively. The featured speakers are **Howard Harris, Rob McGee, Dan Iddings,** and **Neal Kaske** of RMG Consultants, Inc.

RMG Consultants, Inc., offers library automation consulting services to libraries nationwide. We work with public, academic, state, federal, special, and school libraries as well as with multitype library consortia. In these seminars RMG's consulting staff present proven approaches and the latest information from their constant involvement in planning and buying automated systems and data conversion services for libraries.

Registration: $95 for one day; $145 for both days. ☐ **Both days**

☐ Check payable to RMG Consultants, Inc., is enclosed. ☐ **Planning and Buying Integrated Library Systems** ☐ **Online Public Access Catalog**
☐ Please bill my organization.

RMG Consultants, Inc., P.O. Box 5488, Chicago, IL 60680; 312-321-0432

Name _____

_____

_____

City _____ **State** _____ **Zip** _____

Telephone ( ) _____

Positions Open continued from p. 795.

references, and resume to: Dana Rooks, Assistant to the Director for Administration, **University of Houston Libraries, 4800 Calhoun, Houston, TX 77004.** Preliminary interviews may be arranged at ALA Midwinter. Equal-opportunity employer.

Reference unit head. Supervises and administers the reference unit and participates in reference desk service, bibliographic instruction, and collection development. Minimum of 3 yrs.' library experience, including experience in the following areas: reference desk service, library instruction, online database services, and collection development. Online catalog/circulation system operational, summer 1984. ALA-accredited master's degree. 2nd advanced degree is highly desirable. Candidate must be service-oriented and possess good communication, human relations, and managerial skills. 12-mo. appointment, tenure-track position; rank commensurate with experience. Minimum salary: $20,000. Position available: July 1, 1985. **Send resume and names of 3 references by Feb. 1, 1985,** to: Raymond A. Frankle, Director, **J. Murrey Atkins Library, The University of North Carolina at Charlotte, Charlotte, NC 28223.** The University of North Carolina at Charlotte is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

MIT Libraries
Two Cataloging Positions, Roman Jakobson Collection on Linguistics

DESCRIPTION: participate in a project funded by U.S. Department of Education Title II-C program, which provides for the original cataloging and online input of approximately 2,000 monographs, 100 rare books, and 50 serial titles whose general theme is linguistics, and which are identified as not being in the OCLC database.

1) Cataloger (Project Supervisor), Librarian II

(One-yr. appointment beginning Jan. 1, 1985)

DUTIES: under direction of cataiog department's associate head for original cataloging, responsible for original descriptive and subject cataloging using AACR2 rules, LC classification and subject headings, and OCLC/MARC formats. Establishes AACR2 headings and name and series authority records; resolves name and series conflicts, as necessary. Resolves complex cataloging problems. Trains, directs, revises work of one half-time cataloger, one part-time input typist, and student assistants.

QUALIFICATIONS: master's degree from an ALA-accredited library school or equivalent. Command of, and working experience with, AACR2 and Library of Congress classification and subject headings required. Knowledge of OCLC or RLIN cataloging subsystem required. Experience in authority file work is essential. 3 yrs.' original cataloging experience in an academic or research library required. Minimum of one yr.'s supervisory experience desired. Extensive knowledge of one Slavic language required. Final candidates must demonstrate the ability to teach and communicate clearly and effectively.

HIRING RANGE: $19,400–$23,500. Position available: Jan. 1, 1985.

Send resumes and names of 3 references to: **Search Committee for Cataloger II** c/o the address shown below.

2) Cataloger, Librarian I

17.5 hrs per week (one-yr. appointment beginning Jan. 1, 1985)

DUTIES: under the direction of the project supervisor, responsible for original descriptive and subject cataloging using AACR2 rules, Library of Congress classification and subject headings, and OCLC/MARC formats. Establishes AACR2 headings and name and series authority records; resolves name and series conflicts, as necessary. Responsible for bibliographic searching online, in *National Union Catalog*, and in *Institute Library Catalogue.*

QUALIFICATIONS: master's degree from an ALA-accredited library school or equivalent. Command of, and working experience with, AACR2 and Library of Congress classification and subject headings required. Knowledge of OCLC or RLIN cataloging subsystem essential. One yr.'s original cataloging experience in an academic or research library required. Extensive knowledge of one West European language required. Final candidates must demonstrate the ability to communicate clearly and effectively.

HIRING RANGE: $9,000–$10,000 (17.5 hrs. per week). Position available: Jan. 1, 1985.

Send resumes and names of 3 references to: **Search Committee for Cataloger I, c/o The Libraries, Rm. 14S-216, Massachusetts Institute of Technology, Cambridge, MA 02139.**

MIT is an equal-opportunity employer with an affirmative-action plan and welcomes applications from qualified women and minority candidates.

Science librarian. To provide reference services, develop science collections, perform online searching, and coordinate programs with faculty in academic departments. Undergraduate science major and ALA-accredited master's required; additional graduate degree in sciences preferred. This is a tenure-track, faculty position at Instructor or Assistant Professor rank with a 10-mo. contract and competitive fringe benefits. Beginning salary range: $17,500–$20,000. Position available Aug. 15, 1985; **credentials review will begin Jan. 5–10, 1985.** Please send letter of application, resume, and names of 3 references to: David H. Eyman, Head Librarian, **Skidmore College, Saratoga Springs, NY 12866.** Skidmore College is an affirmative-action, equal-opportunity employer.

Science reference librarian/engineering subject specialist in the new Science and Engineering Library at Arizona State University, the nation's largest university on one campus, where engineering excellence is a byword. Responsibilities include reference and research assistance, online literature searching, collection development, faculty liaison, and bibliographic instruction. Salary: $17,000 minimum, depending on qualifications. Required qualifications: ALA-accredited MLS; strong background in engineering/science (academic training and/or experience); demonstrated oral and written communication skills. Preferred: undergraduate or graduate degree in engineering/science; experience in reference and collection development; training and/or experience in DIALOG, BRS, or SDC. The position will remain open until filled. **To ensure consideration, applications should be received by Jan. 15, 1985,** when review will begin. Please send letter of application which addresses each of the qualifications listed above, a current resume, and the names, addresses, and telephone numbers of 4 recent references to: Constance Corey, Assistant University Librarian, **Hayden Library, Arizona State University, Tempe, AZ 85287.** Copies of the position description and announcement of vacancy are available on request. ASU is a committed equal-opportunity, affirmative-action employer. Minorities are encouraged to apply.

Search analyst, Mississippi State University Libraries (search reopened). Qualifications: master's degree in library science required. MLS from ALA-accredited school strongly preferred. One yr. or more work experience in an academic library with several online database systems; in-depth searching experience in at least one online system preferred. Knowledge of searching principles and machine-readable databases. Effective interviewing and communication skills. Logical, thorough, analytical mind. Applicant must have the ability to be innovative and work effectively with students and faculty. Supervisory capabilities and organizational abilities necessary. Duties: responsibilities include: database searching, supervising search records, billing and statistics compilation, training other staff members in online searching, coordinating the continuing education of other search analysts and library administrators with respect to database services, giving demonstrations of the database services to interested groups, performing evaluation studies of the database services, promoting and publicizing the services of computer-assisted information retrieval service (CAIRS), and other duties as assigned. Benefits: includes faculty rank, status, privileges, and responsibilities; enrollment in the state retirement system; comprehensive medical coverage; university holidays and annual and health care leave. Salary: $18,000 range. Position available: immediately. This position will be filled only if a suitable applicant is found. **Application procedure: send letter of application and resume, including names and addresses of at least 3 references (preferably work) by Jan. 16, 1985,** to: Bette M. Rice, Chair, Search Committee, Search Analyst, **Mississippi State University Libraries, PO Drawer 5408, Mississippi State, MS 39762.** Mississippi State University is an equal-opportunity, affirmative-action institution.

Senior assistant librarian, reference department (12 mos.). Works in active and dynamic academic reference department. Plans, coordinates, and provides instruction for automated reference systems (OCLC, RLIN, online serials systems, and future online catalog) including microcomputer applications for internal reference use and CAI. Participates in reference desk work, library instruction, general and reference collection development in specific areas, faculty liaison activities, and online searching. Qualifications include an MLS from an ALA-accredited school, and at least 4 yrs.' experience in academic reference work. (A master's degree in a subject field is required for promotion or tenure.) In addition, experience in systems development and microcomputers and coursework in computer and/or information science are highly desirable. Knowledge of microcomputer hardware and software is also desirable. Salary dependent upon qualifications (from $20,800 annually, for 12 mos.). **Deadline for applications is Jan. 15, 1985.** Letter of application, current resume, and 3 letters of reference should be sent to: David B. Walch, Library Director, **Robert E. Kennedy Library, California Polytechnic State University, San Luis Obispo, CA 93407.** California Polytechnic State University is an affirmative-action, equal-opportunity employer.

Serials recon project supervisor, Columbia University Libraries. This position will report to the head of the serials cataloging department and will have responsibility for assisting in the implementation of the serials conversion project to retrospectively convert the records of approximately 18,000 current serials. Duties will include supervising the project, including hiring, training, and revising of student assistants in basic cataloging, MARC tagging, and RLIN database searching and inputting procedures. The position will also assist in the project to reclass from Dewey to Library of Congress classification approximately 2,000 current serials. Responsibilities include ensuring that the projects proceed as scheduled, maintaining quality control over the converted serials portion of the database; coding difficult records and other database-related tasks; classifying serials for which no LC classification can be found; problem solving; assisting staff as needed; and preparing progress and statistical reports. In addition to an accredited MLS, requirements are aptitude for analytical and detail work as demonstrated through previous relevant experience; previous experience with serials and with machine-readable bibliographic databases (preferably RLIN) and/or superior performance in a formal course in cataloging; working knowledge of German and one or more Romance languages; broad subject background; ability to work well with others; and ability to supervise staff. Some experience with retrospective conversion projects desirable; preferential consideration will be given to candidates with previous cataloging experience. Work schedule is Monday to

Systems Office Head

Stanford University Libraries seeks a systems officer to manage its systems office. Under the general direction of the director of administrative services and in coordination with university departments, bibliographic networks, and systems vendors, the systems officer provides primary staff assistance in coordinating a transition to a linked, distributed data processing environment. The systems officer will be involved in the development of an integrated online library system, which will include new and/or enhanced existing system components such as online catalog, circulation, acquisitions, cataloging, serials control, and innovative personal computer capacities.

The candidate should have experience working in a systems capacity in a university and/or in a research library; demonstrated understanding of current and developing technologies which will affect the delivery of information services; experience with microcomputer applications to the academic and administrative needs of library departments and users also preferred; knowledge of and/or working experience with a large bibliographic network such as RLIN or OCLC; proven analytical skills and problem-solving abilities; strong interpersonal and communication skills; and the ability to negotiate complex issues.

Beginning salary range: Senior Librarian, $33,000–$42,000; Librarian, $28,000–$37,200; depending on qualifications and experience. **Apply by Dec. 31 to: Carolyn J. Henderson, Stanford University Libraries, Stanford, CA 94305.** Cite #259-A on all correspondence.

STANFORD UNIVERSITY LIBRARIES

We are an equal-opportunity employer through affirmative action.

Assistant University Librarian for Public Services
University of California, Irvine

The UC Irvine Library has reopened its search for candidates for a newly created position, assistant university librarian for public services. The main focus of an AUL position is the welfare of the library as a whole, within the context of specific divisional or functional responsibilities. The incumbent will report directly to the university librarian and will be a member of the Council of Department Heads. The AUL for public services is administratively responsible for the departments of circulation, government publications, reference, and special collections, each supervised by a manager at the Librarian rank, and for the branch Physical Sciences Library.

University of California, Irvine, with a total campus area of 1,510 acres, is located in Orange County, 40 miles south of Los Angeles and 5 miles from the Pacific Ocean. It has an enrollment of 12,500 students with a faculty of 700 including the Medical School. There are 30 doctoral programs in addition to the MD. The library has a total collection of approximately 1.1 million vols., and is on the OCLC, ORION, MELVYL, and CLSI online systems. It is an integral part of the University of California's research library system. The library staff consists of 47 academic FTE, 102 support staff FTE, and employs over 200 students.

Qualifications: graduate degree in library science and substantial library experience in an academic library. Demonstrated administrative skills and knowledge in planning, organizing, and setting priorities. Commitment to a consultative/participative managerial style with demonstrated ability to work effectively with people at all levels. Successful management experience with special attention to personnel concerns, preferably including those in a collective bargaining environment. Ability to provide creative leadership in dynamic and rapidly changing circumstances. Commitment to active programs in bibliographic instruction. Commitment to the overall goal of public service. Strong oral and written communication skills. Commitment to the importance of strong interaction between public and technical service operations in improving and extending the library's information services. Evidence of university service, research, and/or participation in professional associations. Highly desirable is academic background at MA or MS level in one or more subject areas.

Salary will be dependent on the candidate's qualifications for the position. Salary range as of Jan. 1, 1985: $35,500–$56,400. Benefits are equal to approximately 40 percent of salary.

Appointment will be made as soon as possible following successful completion of the search process.

Applications should be received by March 1, 1985, but will be accepted until the position is filled.

In their first letters, candidates should supply 1) a complete statement of their qualifications; 2) full resume of their education and relevant experience; and 3) the names, addresses, and telephone numbers of 5 persons who can supply frank and objective references on their qualifications for this position. Letters and documents should be addressed to: **Michael J. MacInnes, Acting AUL for Personnel Services, University Library, University of California, Irvine, POB 19557, Irvine, CA 92713; 714-856-7115.**

UCI is an equal-opportunity, affirmative-action employer.

Friday, five 7-hr. days, including 5 pm–9 pm each day. Salary ranges are: Librarian I, $19,000–$24,700; Librarian II, $21,000–$27,300. Excellent benefits include free tuition and assistance with university housing. This is a temporary 2-yr. position, with possibility of extension for one additional yr. **Deadline for applications is Jan. 5, 1985.** Submit resume, listing 3 references and salary requirements, to: **Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

Special collections librarian, University of Arkansas, Fayetteville. Responsible for management of Arkansiana book collection, rare books, serials, newspapers, theses, ephemera, and faculty reprints. Duties include collection development, reference desk service, security, preservation, hiring and supervision of 1.5 FTE student and technical assistants, preparing occasional displays, maintaining department card catalogs and indexes, and serving as liaison with cataloging department. Reports to head of department and is acting head in his absence. MLS from ALA-accredited school required; knowledge of OCLC and AACR2; special collections experience desirable. Salary dependent upon qualifications and experience, $16,500 minimum. 12-mo., tenure-track appointment, TIAA/CREF, 22 days' annual leave. Available Dec. 1. As the major research and graduate institution in the state, the University of Arkansas, Fayetteville, a land-grant university, offers a full range of graduate, undergraduate, and professional degrees. Located in scenic northwest Arkansas, Fayetteville is a university town of 37,000 in a picturesque setting in the foothills of the Ozarks, an unspoiled region with clean air, a temperate climate, and a variety of cultural and recreational opportunities. Letter of application and curriculum vitae, with the names of 3 references should be submitted to: John A. Harrison, Director, **University Libraries, University of Arkansas, Fayetteville, AR 72701.** The University of Arkansas is an equal-opportunity, affirmative-action employer.

Technical services librarian. Reports to assistant director and is responsible for planning and directing the work of the acquisitions and cataloging staff of the library. Must be familiar with OCLC and experienced in original cataloging using LC. Will be involved in implementing automated systems in ordering and serials and in long-range planning for online catalog. Additional duties: part-time reference, some nights and weekends, collection development in specified subject areas. ALA-MLS and experience essential. Salary range $17,500–$19,000. **Apply by Dec. 15** to: Director, **D'Amour Library, Western New England College, 1215 Wilbraham Rd., Springfield, MA 01119.** An EOE.

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2 positions. 1) **Chairperson, circulation services.** The chairperson reports to the director and manages the circulation, reserve, stacks, and microforms/media divisions, develops departmental policies, supervises 25+ FTE permanent and student staff, coordinates in-house operation of a multicampus (Data Phase) circulation system, plans for a system upgrade to a standalone integrated library system, participates in library planning through the Administrative Council. Qualifications: accredited MLS, supervisory experience, and relevant background in library computer applications required; strong management and public service background in an academic library, superior planning, analytic, writing, and communication skills preferred. Minimum $20,000. 2) **Technical services librarian.** Responsible for developing, promoting, and maintaining the serials, music, and audiovisual collections. UNO has over 5,000 subscriptions and 100,000 serial vols. Position involves a full range of technical and public service duties including library instruction, faculty liaison, and general reference desk work. Qualifications: accredited MLS, knowledge and experience with cataloging procedures involving AACR2, OCLC, LC classification, serials, and AV material required. Knowledge of foreign language preferred. Salary upper teens. Both positions: faculty membership, tenure-track, supportive environment for scholarship and service innovations, TIAA/CREF, 24 days' annual leave. UNO is a metropolitan university in a residential setting and has 15,000 students. The library has over 1.3 million items and 70 permanent staff housed in an attractive, modern building. **Send letter of application, resume, and 3 references by Jan. 17, 1985,** to: (Circulation) Joseph Starratt, Assistant Director for Administrative Services or (Technical Services) Ella Jane Bailey, Chairperson, Technical Services Department, **University Library, University of Nebraska at Omaha, Omaha, NE 68182-0237.** AA, EOE.

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3 library openings at Texas A&M University. 1) **Head, automated acquisitions department.** Duties: plans, administers, and evaluates activities of automated acquisitions department, which include ordering and receiving all library materials using OCLC Acquisitions Subsystem (ACQS), encumbering and expending appropriate funds on ACQS, and approving invoices and credits for library materials before forwarding to budget department. Resolves problems relating to all phases of automated acquisitions operations. Supervises 13 support staff. Maintains good communication within and among the department, other library units, and users. Maintains awareness of national trends and developments in automated acquisitions. Reports to head, acquisitions division. Qualifications: ALA-MLS. Minimum of 2 yrs.' professional (post-MLS)

ALA

Executive Director

Library Administration and Management Association

A Division of the American Library Association

Responsible for the management and leadership of the Library Administration and Management Association (LAMA), a type-of-activity division of ALA, providing overall direction for its programs that are applicable to all types of libraries.

Position manages LAMA Headquarters operations. Implements LAMA programs including regional continuing education institutes, publications, and annual conference programs; facilitates professional relationships among librarians and libraries. The LAMA executive director is the chief operating officer for the activities and budgets of the division. Serves as coordinator, advisor, and spokesperson within ALA and the profession-at-large in LAMA's areas of responsibility: buildings and equipment, personnel administration, library organization, fundraising, public relations, statistics, and systems and services.

Analyzes policies and programs, recommends changes to the LAMA Board of Directors, and serves as the board's secretary at annual conference and midwinter meetings. Represents LAMA at educational, professional, and governmental meetings. Provides liaison with other organizations and agencies. Works with other ALA program directors and staff on ALA activities and on joint unit activities and projects.

Position qualifications: extensive knowledge of librarianship; demonstrated competence in a management and administrative position; ability to communicate effectively; demonstrated competence in the planning process, the design of continuing education offerings, and in proposal writing. The ability to work effectively with a wide range of groups and individuals, and a sensitivity to working with a volunteer membership organization. Evidence of qualifications may consist in part of an advanced degree in librarianship, and relevant experience in management.

Salary schedule: $28,900–$43,400, negotiable within the range. **Application with resume must be received at ALA by Dec. 28.** Interviews of final candidates will be conducted in late January at ALA Headquarters. LAMA intends to fill this vacancy by April 1, 1985.

Send resume to: **Personnel Office, American Library Association, 50 E. Huron St., Chicago, IL 60611.**

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experience in technical services, preferably in an academic library. Basic knowledge of OCLC; prefer experience with OCLC Acquisitions Subsystem. Ability to work with foreign-language materials. Knowledge of library automation. Previous supervisory experience required. Acquisitions experience and knowledge of AACR2 and basic bookkeeping principles desirable. Salary: minimum $18,000; negotiable. 2) **Resource development librarian, humanities.** Search extended. Duties: responsible for all collection development activities in humanities disciplines, including selection of materials, evaluation of collections, and intensive collection building in specific area (selected annually) of total collection. Responsible for monitoring of funds associated with collection development activities. Works closely with approval plan personnel in refining approval plan profiles and with teaching faculty in collection building. Participates in formulation of resource development division policies and procedures. Trains and supervises 5 support staff. Qualifications: ALA-MLS. Minimum of 2 yrs.' professional (post-MLS) experience, preferably in an academic library. Academic background in the humanities required. Knowledge of at least one foreign language. Familiarity with OCLC and major bibliographic tools. Supervisory and organizational abilities. Salary: minimum $18,000; negotiable. 3) **Reference librarian, business (entry-level).** Search extended. Duties: provides comprehensive reference assistance, with emphasis on business and related social sciences, from a centralized reference collection. Prepares bibliographies and guides to the literature. Assists with bibliographic instruction and computerized reference services. Serves as reference division resource person in business. Responsible for reference collection development in assigned areas. Qualifications: ALA-MLS. Academic background in business, economics, or public administration required. 2nd master's degree in business-related field or 2 yrs.' preprofessional library experience preferred. Experience with online systems of bibliographic data retrieval desirable. Salary: $16,000; $16,500 with additional master's degree. Benefits: up to $85/mo. paid on health, life, and disability insurance package; 87.3 percent of Social Security paid for first $16,500 of salary; choice of retirement plans including TIAA/CREF; tax-deferred annuity program available; no state or local income taxes; 10.5-mo. appointment; faculty rank; 14 state holidays; dynamic, growing institution and community. **Closing date for applications: to ensure full consideration, applications should be received by Jan. 11, 1985.** Applicants should submit letter of application, complete resume, and names and phone numbers of 3 professional references. Employer will attend ALA Midwinter Placement Center in Washington, D.C. For additional information and to apply, contact: Susan S. Lytle, Head, Personnel Operations, **University Library, Texas A&M University, College Station, TX 77843; 409-845-8111.** An EEO, AA employer.

Veterinary medicine branch librarian, Mississippi State University Libraries (search reopened). Qualifications: effective oral and written communication skills, and the ability to work effectively with faculty and students required. ALA-accredited MLS degree strongly preferred. The ideal candidate would possess the following additional qualifications: relevant subject degree or substantial relevant library experience in biomedical and/or natural sciences; computerized literature search skills; minimum of 2 yrs.' work experience in an academic or research library, including administrative and/or supervisory experience. Duties: overall operation and administration of the branch library to include: supervision of library assistants and student assistants; reference service to faculty and students; branch library collection development activities; bibliographic instruction; preparation of reports and publications and other duties as assigned. Benefits: includes faculty rank, status, privileges, and responsibilities; enrollment in the state retirement system; comprehensive medical coverage; university holidays and annual and health care leave. Salary: approximately $20,000, or commensurate with qualifications and experience. Available: immediately. This position will be filled only if a suitable applicant is found. **Application procedure: send letter of application, resume, and official university transcript, including the names and addresses of at least 3 references (preferably work) by Jan. 16, 1985,** to: Chair, Search Committee, Veterinary Medicine Branch Librarian, **Mississippi State University Libraries, PO Drawer 5408, Mississippi State, MS 39762.** Mississippi State University is an

ASSOCIATION

Executive Director

ASIS

The American Society for Information Science invites applications and nominations for the position of executive director. ASIS is headquartered in Washington, D.C., has a staff of 6, and a budget of $700,000. The successful candidate must have proven management ability, integrity, excellent human relations skills, judgment, and communications skills. Familiarity with nonprofit organizations and information science, and strong entrepreneurial skills are desirable. Salary commensurate with ability, $40,000 minimum. **Send letter of application, resume, salary requirements, and names, addresses, and telephone numbers of 3 references by Dec. 15** to: **Julie Virgo, ASIS Search Committee, The Carroll Group, 875 N. Michigan Ave., Suite 3342, Chicago, IL 60611.**

equal-opportunity, affirmative-action institution.

FOREIGN LIBRARY

Assistant librarian (Ex. 283018/85), University of Papua New Guinea Library, Port Moresby. Applications are invited from qualified librarians to work on the PNG Information Network in cataloging and indexing New Guinea printed and nonprinted materials. A 1- or 2-yr. contract. Salary: $12,000 per annum with free housing and fares. **Closing date Dec. 31.** Apply by letter enclosing curriculum vita, full work experience details, and the names and addresses of 3 referees to the: Registrar, **University of Papua New Guinea, Box 320, University Post Office, Papua New Guinea.** For further information and details, telephone **Alan Butler** at **245280, Port Moresby.**

Programmer/systems analyst. Requirements: a bachelor's degree in the technical areas of computer or information sciences; 2–4 yrs.' PLI or CICS programming; experience with IBM mainframe, 30, 4300, or 370 series; proven ability to work with a variety of users. Interest in the Middle East essential, knowledge of Arabic a definite plus. Assignment at King Saud University in Riyadh, Saudi Arabia, for one-yr. minimum, 3 yrs. possible. Salary in the $40s, negotiable depending on experience, excellent fringe benefits, housing, and transportation. Send resume with 3 references to: KSU Project Manager, **Academy for Educational Development, 1255 23rd St. NW, Washington, DC 20037.**

LIBRARY EDUCATION

Library and information management faculty. 2 positions, beginning fall 1985; teaching areas include: design and implementation of information control systems for acquisition, organization, and description of information resources; design and operation of information centers and systems. Research, professional involvement, and typical institutional responsibilities required. Qualifications: doctorate or nearing completion, demonstrated research capability, teaching and/or library/information systems experience. Tenure-track positions. Salary $20,000–$23,000 depending on qualifications and experience, plus up to 2/9ths academic-yr. salary for possible summer instruction. **Applications will be considered beginning Jan. 15, 1985.** For detailed information, contact: Venable Lawson, Chair, Search Committee, **Division of Library and Information Management, Emory University, Atlanta, GA 30322.** An equal-opportunity, affirmative-action employer.

University of Wisconsin – Milwaukee
School of Library and Information Science
Assistant or Associate Professor

Tenure-track position in the School of Library and Information Science to be filled at the beginning of the fall semester, 1985. Applicants must hold a PhD or EdD in instructional media technology or closely related field and have teaching and/or practical experience in production and supervision of instructional media technology. Research and teaching are to be focused on media technology; production of graphic, projected, and electronic media; utilization of modern media technology in the transfer of information; management of media technology.

Salary range is $22,000 – $30,000 for academic-yr. (9-mo.) appointment plus additional compensation for possible summer teaching. Generous fringe benefits.

The School of Library and Information Science will receive applications until the position is filled.

Send letter of application and resume to:

Mohammed M. Aman, Dean
School of Library and Information Science
University of Wisconsin – Milwaukee
POB 413, Mitchell 214
Milwaukee, WI 53201

The University of Wisconsin – Milwaukee is an affirmative-action, equal-opportunity employer.

Library and information science. The University of Texas at Austin invites applications for a faculty position in the Graduate School of Library and Information Science, to begin with the fall semester, 1985. Candidates should have experience in 2 or more of the following areas: special libraries or information centers; indexing and abstracting; government publications; records management. Commitment to research is essential. The PhD and/or management experience with major corporate or governmental special libraries are desirable. Rank and salary will depend on qualifications and experience; minimum salary for assistant professor will be $24,000 for 9 mos. Summer-school teaching is usually available. **Apply by Feb. 1, 1985,** to: Ronald E. Wyllys, Dean, **GSLIS, The University of Texas at Austin, Austin, TX 78712-1276.** An EEO, AA employer.

Library & information studies—assistant or associate professor, Queens College City University of New York (CUNY). To teach, conduct research, and advise students. Expertise in one or more of the following: public services, bibliography, government documents, and information science. Knowledge of information technologies and ability to teach in the core curriculum required. Professional experience in specialty preferred. Qualifications: doctorate in library/information studies or related disciplines; record of research and publication or demonstrated potential. Salary and rank depend on qualifications. Salary range for academic yr.: Assistant $21,650 – $34,918 and Associate $28,212 – $41,727. This is a tenure-track position. **Closing date: Jan. 15, 1985.** Send resume to: Thomas T. Surprenant, Director, **Queens College Graduate School of Library & Information Studies, 65-30 Kissena Blvd., Flushing, NY 11367.** Queens College is an equal-opportunity, affirmative-action employer.

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2 positions, assistant or associate professor, tenure-earning, to teach in one or more of the following areas: public libraries, management, information theory, computer applications, classification, and indexing. For appointment at Assistant Professor level, doctorate completed or nearly completed, strong potential for research; at Associate Professor level, doctorate and strong record of research. Minimum salary: $24,000 for Assistant and $29,000 for Associate Professor. Preliminary interviews will be conducted at ALISE and ALA Midwinter, with visits to campus arranged shortly thereafter. Send resume to: Search Committee, **Graduate School of Library Service, University of Alabama, POB 6242, University, AL 35486.** The University of Alabama does not discriminate on the basis of sex, race, color, religion, or national origin or against qualified handicapped persons.

MEDICAL LIBRARY

Head, acquisitions/serials. *THE LIBRARY:* The Health Sciences Library serves the schools of Medicine, Dentistry, Nursing, and Public Health, and other affiliated health care, instructional, and research programs in the Columbia-Presbyterian Medical Center. The library has a staff of over 40, a collection of approximately 400,000 vols., more than 3,500 current serial subscriptions, a large media center and a special collections section, and an annual acquisitions budget of about $580,000. Technical services operations are automated: monographic acquisitions and cataloging through RLIN, and serials control through Faxon's LINX system. *DUTIES:* Position manages activities relating to ordering, receiving, and pre- and postcataloging processing (including serials record maintenance) for all library materials; coordinates monographic and media acquisitions, as well as serials procedures with other library departments, both within the Health Sciences Library and within the Columbia University Libraries; oversees fiscal expenditures for acquisitions; oversees library vendor relationships; maintains appropriate library serials union-listing commitments; participates appropriately in collection development, including serving on the library's standing Serials Selection Committee; supervises binding, preservation activities, and mail services; has personnel responsibilities for 6 FTE, including one supervisor. The position reports to the assistant health sciences librarian for access and technical services. *REQUIREMENTS AND QUALIFICATIONS:* In addition to an MLS degree from an accredited library school, requirements are: 3 – 5 yrs.' appropriate technical services experience, preferably in a health sciences library; knowledge of bibliographic control principles and practices; experience with automated technical services systems; evidence of initiative, problem-solving ability, and good oral and written communications skills; working knowledge of 1 – 2 foreign languages. Preference will be given to candidates with relevant supervisory/managerial experience and experience with collection development processes. Salary ranges are: Librarian I, $20,500 – $26,650; Librarian II, $22,500 – $29,250. **Deadline for applications is: Feb. 15, 1985.** Submit resume, listing 3 references and salary requirements, to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

NETWORK

Automation services consultant. Experienced automation manager needed to supervise the system's automation activities, including CLSI computer. Self-starter with exceptional people skills and promotional ability required. Competency in technical processes, resource sharing, telecommunications, and/or local area networks. Will work with system staff, library administrators, and boards in implementing activities. Will conduct training workshops. Needs flexible, warm personality, speaking and writing skills, and desire to travel the 12-co. area. MLS from ALA-accredited school, 3 yrs.' online automation applications, including management skills. Salary: $22,000 – $27,000, depending on qualifications. Excellent benefits. Send resume and 3 references to: Lila Brady, Executive Director, **Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108.** EOE.

Manager, bibliographic systems & services, Bibliographical Center for Research, Denver, Colo. Network management position responsible for program administration including budgeting, planning, and supervision of training and support staff of 9. Incumbent coordinates OCLC system installations, provides technical assistance and training and markets OCLC services for a network of over 280 libraries in the Mountain Plains states. Required: MLS and 3 yrs.' professional experience. Applicants must demonstrate experience with and a thorough knowledge of: the OCLC systems, library networking, education, and training techniques. They should have excellent communication skills (oral and written) and be willing to travel extensively. Management experience and experience with microcomputer systems and reference database services desirable. Salary negotiable, $25,000 – $30,000, with generous benefits. **Application deadline Jan. 18, 1985.** Send resume and names of 3 references to: Joyce Coyne, Personnel, **BCR, 1777 S. Bellaire, Suite G-150, Denver, CO 80222.** EEO employer.

PUBLIC LIBRARY

Bordeaux Branch librarian. Supervise 7 full-time employees in an active branch scheduled to move into a new 10,000 sq. ft. facility in December 1985. Report to head of extension services. System has a total of 6 branches and a new main library of 80,000 sq. ft. is currently under construction. MLS required and eligibility for certification by the North Carolina Public Librarian Certification Commission. Experience in a public library and as a supervisor preferred. Salary: $18,928. **Applications accepted through Dec. 31.** Contact: Pat Jones, **County Personnel, PO Drawer 1829, Fayetteville, NC 28302.**

Branch librarian & Librarian I. Immediate and anticipated openings. Energetic, people-oriented librarians who read and are willing to do it all—reference, readers' advisor, materials selection, programming, etc., needed for a busy, progressive suburban public library (3 branches) located minutes away from the metropolitan New York City area. Must have an ALA-accredited MLS. AAA benefit package. Salary range: $17,234 – $19,994 (eff. July 1, 1985: $18,311 – $21,246). Interviewing during ALA Midwinter; or resumes may be sent to: Irene Rogers, Assistant Library Director, **Yonkers Public Library, 7 Main St., Yonkers, NY 10701.**

Branch librarian to manage staff, materials, and programming for new library facility in a rapidly developing area of the city. ALA-accredited MLS and 2 yrs.' public service experience required. Salary: $16,339 – $22,501. ALA Midwinter interviews possible. **Submit resume by Dec. 20** to: David Macksam, Assistant Director, **Central Arkansas Library System, 700 Louisiana St., Little Rock, AR 72201.**

Cataloging services manager. Manage the cataloging function of a large Midwest library with materials budget of $1 million. Work closely with the technical services manager in planning and implementing changes in policies

City Librarian
Denver Public Library

The Denver Public Library seeks an outstanding leader and communicator with high professional standards, sound experience, and administrative capabilities. As chief executive officer, the city librarian should bring enthusiasm to our library users; motivation and direction to the staff of 355 FTE; and a vision and articulation of the role of libraries in the information age. With an operating budget of $12 million, the library system consists of a large central library and 21 branches. Annual circulation 2.625 million; total collection of 1.875 million vols. The successful candidate must have a master's degree and demonstrated excellence in organizational leadership, interpersonal relations, and strategic planning; be an articulate, energetic, and imaginative leader; have the ability to represent the library; to attract enthusiastic support of community, legislative, and business leaders; reside within the city and county of Denver within 15 mos. of being hired. Salary range $48,600–$60,700. Send resume to: **Robert P. Hackstaff, President, Library Commission, c/o Annet Robben, Denver Public Library Administrative Center, 3840 York St., Unit J, Denver, CO 80205.**

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and procedures. Select, supervise, train, and evaluate the cataloging staff of 4 FTE. ALA-accredited MLS, or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities. Experience in cataloging, preferably using an online system. Knowledge of OCLC and MARC coding, especially nonbook formats, desirable. Experience in supervision desirable. Good working knowledge of AACR2, Dewey Decimal Classification system, Library of Congress subject headings. Ability to work well with people and to communicate well in writing and orally. Friendliness, resourcefulness, good judgment, initiative, good humor. Salary $20,257 if one yr. is worked at 1984 rate. Liberal insurance benefits. Public Employees' Retirement Fund. 4 weeks' vacation. Federal credit union. Cumulative sick leave. Letter of interest, resume, and the names of 3 work references to: Charlene P. Holly, Personnel Manager, **Allen County Public Library, 900 Webster St., POB 2270, Fort Wayne, IN 46801.** An equal-opportunity employer.

Children's/young adult/extension librarian. Putnam County (Fla.) Library System. Available: January 1985. Rural countywide library system in northeast Florida seeking innovative, energetic professional librarian to plan, implement, and coordinate services for children, youth, and special clientele. ALA-accredited MLS degree required; children's and/or extension experience desired but not required. Applicant must be able to relate to diverse clientele, from preschoolers to senior citizens; must have own transportation. Excellent opportunity for graduating library school student. County is located on beautiful and historic St. Johns River, equidistant from Jacksonville, Gainesville, and Daytona Beach. Salary and benefits: $14,000 annually; good benefits; $400 travel allowance. **Application deadline: Dec. 15.** Write for complete job description, and/or send letter of application, resume, and names of 3 references to: Gary F. Frizzell, Director of Libraries, **Putnam County Library System, 216 Reid St., Palatka, FL 32077.**

Community librarian. Responsible for the management of a busy, showcase library located in a large regional shopping mall in Vancouver, Wash. Branch of the Fort Vancouver Regional Library, a 3-co. public library system located across the Columbia River from Portland, Ore. Qualifications: MLS from ALA-accredited school and 3 yrs.' relevant experience, including experience working with children and supervisory experience. Salary range: $19,092–$24,384/yr. with excellent benefit package. Available: immediately, open until position filled. Send resume to: **Fort Vancouver Regional Library, 1007 E. Mill Plain Blvd., Vancouver, WA 98663.**

Coordinator of consulting services for a regional library system serving 78 public, school, academic, and special libraries in 8 counties in west-central Illinois. Applicant must have strong interest in rural library development. Additional responsibilities in cataloging print materials using OCLC, public relations, newsletter editing, and reference collection development. Short-range travel is required. Minimum requirements: MLS (ALA-accredited preferred) or equivalent, understanding of small libraries, group leadership skills, and 2 yrs.' professional experience in at least 2 of the following areas: library development, OCLC cataloging, reference service, public relations. Experience in more than one type of library is preferred. Specific job description available on request. Individual named to the position will be selected on a criterion combining experience, fields of expertise, and personal traits, as well as formal education. Beginning salary range: $13,507–$16,922 dependent upon experience and educational background. Excellent benefits. **Send resume and letter of application before Dec. 31** to: Karen Gray, Assistant Executive Director, **Great River Library System, 515 York, Quincy, IL 62301.** Equal-opportunity employer.

Director: Cocoa Beach Public Library, Cocoa Beach, Fla. Member of Brevard County Library System in beach area of 12,000 seeks director with MLS in library science plus 3 yrs.' professional library experience, including 2 yrs.' supervisory & administrative experience. (Additional qualifying experience may be substituted for required education on a yr.-for-yr. basis.) Strong managerial, financial, programming, & community interaction skills desired. Gaylord automated circulation. Staff of 10 FTE. Minimum salary $19,490 with liberal benefit package. Position to be filled January 1985. Applications will be accepted until suitable candidate is chosen. Send resume to: Lou Bonsteel, **Brevard County Personnel Dept., 2575 N. Courtenay Pkwy., Merritt Island, FL 32953.** An equal-opportunity employer, M/F.

Director. Newark Public Library (Newark, New York State) seeks library director for community of 15,000 in rural Wayne County. Collection of 40,500 vols.; current budget $167,000. Staff includes one other professional position, 6 full- and part-time clerical staff. Annual circulation 130,000. Plans in progress for new or renovated building. Responsibility for the library's administration, budget, planning, policy development, adult services. Knowledge of public library organization required as well as the ability to work well with public officials and community organizations. MLS from ALA-accredited library school. New York State certification required. Previous public library experience preferred. Experience with computer applications and library building projects desirable. Salary range $18,170–$22,710. Fringe benefits. **Resumes will be accepted until Jan. 15, 1985,** and should include the names of 3 references. Send to: Agnes Chamberlin, President, Library Board of Trustees, **Newark Public Library, 121 High St., Newark, NY 14513.**

Dual position open—children's librarian & head of circulation services at Hibbing Public Library. Duties include planning and implementation of a wide range of programs for preschool and elementary-age children, development of children's collection, supervising and scheduling 4 pages and small circulation desk staff. Knowledge of OCLC and microcomputers would be helpful. Master's degree in library science from ALA-accredited school as well as some experience. Current salary $16,437, and as of Jan. 1, 1985, will be $17,013. Good fringe benefits. **Send resume and 3 letters of recommendation by Dec. 23** to: Frederick von Lang, Director, **Hibbing Public Library, 2020 E. 5th Ave., Hibbing, MN 55746.**

Extension librarian to head dept. with 2 mobile units and outreach program. MLS required with demonstrated successful experience. Starting salary $24,621 ranges to $29,200. Standard fringe benefits. For more information send credentials and references with application to: City Librarian, **Decatur Public Library, 247 E. North St., Decatur, IL 62523.**

Genealogy/local history librarian. Salary $16,619 annually. Responsible for operation of Tyrrell Historical Library. Requires graduation from ALA-accredited library school plus an interest in genealogy and/or Texana. Send resume to: **City of Beaumont, Personnel Office, POB 3827, Beaumont, TX 77704.** Equal-opportunity employer.

Head, home reading department. Administers circulating adult collections and services. Salary: $24,621–$29,200 plus standard benefits. Requirements: MSLS from ALA-accredited program, minimum of 3 yrs.' appropriate public library experience with documented ability. Position open Jan. 15, 1985. For further information send application with 3 references to: City Librarian, **Decatur Public Library, 247 E. North St., Decatur, IL 62523.**

Juvenile services coordinator. New position in rapidly growing parish (county) library. Responsible for planning and organizing services for children and youth, including collection development, information services, and programs. ALA-accredited MLS required; experience with children desirable. Salary range: $14,601–$22,673. **Application deadline: Dec. 15.** Send resume to: Elizabeth Rountree, Director, **St. Tammany Parish Library, 402 N. Jefferson Ave., Covington, LA 70433.**

Librarian for technical services department of the Great River Regional Library. Responsible for cataloging, withdrawal, and transfer of library materials, including maintenance of shelflist, COM catalog, OCLC records, and further automation as it is implemented. Requirements: master's degree in librarianship or library media with successful experience in OCLC and COM catalogs desirable. Full-time position. Salary range $16,973–$23,358. Position available Jan. 1, 1985. Great River Regional Library is a consolidated regional library system with 22 branches. Headquarters library is located in St. Cloud, Minn. **Submit letter of application, resume, and credential file or list of 3 references by Dec. 21** to: David Cole, Technical Services Coordinator, **Great River Regional Library, 405 St. Germain St., St. Cloud, MN 56301.**

Librarian II, literature and government documents. Salary range is $22,526–$30,326 annually. Duties include assisting library patrons, selecting materials, preparing bibliographies, and handling reference and research requests in the literature section or government documents section. Successful applicants must have 2 yrs.' professional-level experience with at least one yr.'s experience in one of the following 2 specialties listed: 1) government documents or 2) literature; and a master's degree in library science. Applications accepted until selection has been made. Subject to closing without notice. Apply to: **City of Phoenix, 300 W. Washington, Phoenix, AZ 85003; 602-262-4652.** EOE, M/F.

Librarian II. The city of Omaha is accepting applications until Dec. 15 for the position of Librarian II with the Omaha Public Library, the municipal library system. This position involves the responsibility for the operation of one of 9 branch libraries or a major department of the main library. Supervision is exercised over subordinate professional,

paraprofessional, and clerical employees. Requirements: 2 yrs.' experience in professional library work and a recognized college or university degree supplemented by one yr. of graduate-level study leading to a master's degree in library science, OR any equivalent combination of experience and training. Supervisory experience preferred. The immediate opening is head of the art and music department of the main library; however, all those meeting the minimum requirements are encouraged to apply for this and possible future openings. Salary range is $24,828–$29,208. Please contact **Mary Ann Olson 402-444-5310** or write: **City of Omaha, Personnel Dept., 1819 Farnam St., Omaha, NE 68183.**

Librarian II: $1,484–$1,809 per mo. Tulare County is seeking a librarian primarily for children's services. Requires knowledge of juvenile and young adult literature, general library cataloging rules and procedures and skills to develop summer reading program; ability to tell stories and create and/or utilize crafts, observe community interests and library needs, collect and analyze information, and communicate effectively with a variety of people. Qualifications would normally be obtained by a degree in library science. **Obtain a Tulare County application and supplemental and submit by Jan. 11, 1985,** to: **Tulare County Personnel Dept., Courthouse, Rm. 106, Visalia, CA 93291; 209-733-6266.** An affirmative-action employer.

Library Supervisor III, head of Central Library. A public library system, serving 150,000 population, directly across the river from Washington, D.C. The system has a Central Library and 6 branches, a budget of $4 million, and a collection of 520,000+ books. This is managerial and supervisory work for the Central Library. This position has responsibility for all operating and staff functions for Central Library, which has a staff of 14 professionals and serves as a resource for the entire system. This person must be public-service-oriented and familiar with new and developing library automation and technology. Salary range $24,493–$34,039, depending on qualifications, plus fringe benefits. **Deadline: Jan. 31, 1985.** Contact: **Arlington Public Library, 1015 N. Quincy St., Arlington, VA 22201.**

Multiple positions open. Detroit Public Library is seeking enthusiastic and experienced librarians for future vacancies made possible by the successful passage of a millage proposal, which will enable branch libraries to be operated full-time, suspended main library services to be reinstated, and public service hrs. to be increased. Positions will be available in the Librarian I–IV ranks. Librarians I and II serve the public in a nonsupervisory capacity; Librarians III assist with the supervision of an agency; and Librarians IV manage an agency. Adult and children's services librarians who possess a master's degree from an ALA-accredited library school are invited to apply. Fringe benefits include: 20 days' vacation, 4 swing holidays plus 11 paid days off; generous sick leave; Blue Cross health insurance or choice of HMOs; dental; optical; city retirement plan. Salary: Librarian I–II, $17,397–$22,566; Librarian III, $19,096–$24,914; chief (Librarian IV), $21,884–$27,857 (rank and salary depend on experience and qualifications). Please send resume to: Margaret LaRose, Associate Director for Library Personnel, **Detroit Public Library, 5201 Woodward Ave., Detroit, MI 48202; 313-833-4030.** An equal-opportunity, affirmative-action employer.

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2 positions available, Anderson County Library, Anderson, S.C. 1) **Children's services librarian.** Person in this position is responsible for planning, organizing programs of interest to children and parents throughout Anderson County, and responsible for supervision of the children's area of the main library. Program includes preschool program for children up to age 6. Requires ALA-accredited master's degree in librarianship. Salary is $15,500 per yr. 2) **Technical services librarian.** Responsible for supervision of technical services department. Duties include cataloging on OCLC (SOLINET), book repair, acquisitions, and processing. ALA-accredited master's degree in librarianship required. Salary is $15,500. Both positions involve some reference and public service work. 37.5-hr. workweek, one night per week, and work every 5th weekend. Positions open as of Jan. 15, 1985. Apply to: Carl Stone, Director, **Anderson County Library, POB 4047, Anderson, SC 29622.** Anderson County Library is an equal-opportunity employer. Interviews will be conducted at Midwinter.

Two positions, Fort Worth Public Library. 1) **Library system coordinator.** $26,664–$39,996 annually. North Texas Library System, a cooperative system of 48 public libraries in 21 Texas counties, is seeking a coordinator. This person should have knowledge of and experience in the areas of administration, fiscal management, automation, and program planning. Applicants should be able to deal effectively with public officials, system staff, member librarians, and lay representatives. The coordinator should be comfortable with negotiation and working in committee and bureaucratic environments. Requirements are an ALA-accredited master's degree and 6 yrs.' progressive experience with 4 of those yrs. in a supervisory capacity. 2) **Librarian III, business and technology unit manager.** $21,888–$29,340 annually; good benefits. Administers and directs the service program of the central business and technology unit. Responsible for total unit operation, including staff, collection, and services. Unit provides general, as well as specialized business, technical, and earth science services. Requirements: MLS from ALA-accredited institution; BS degree in business or related fields desirable; courses in personnel and fiscal management also desirable; 4 yrs.' professional library experience. **Positions close Dec. 31.** Apply: **City of Fort Worth, Personnel Department, 1000 Throckmorton, Fort Worth, TX 76102.** An equal-opportunity employer.

SCHOOL LIBRARY

Elementary school librarian, Midland Independent School District, Midland, Tex. Qualifications: proper certification, successful teaching experience, ability to work with people. Duties: provide library-related instruction/assistance to students; supervise overall operation of school library. Salary range: $17,000 minimum. **Application deadline: Dec. 19.** Phone contact preferred to facilitate selection process. Direct inquiries to: Ronald Whitmore, Director, Human Resource Services, **Midland Independent School District, 702 North "N" St., Midland, TX 79701; 915-682-8611.**

STATE AGENCY

Librarian II (public library consultant). Need energetic, enthusiastic person to develop quality of public library service. This person will provide information and technical assistance to public libraries and trustees and develop library service in unserved areas. Qualifications: MLS from accredited library school and minimum of 3 yrs.' experience in public libraries. Salary: $17,784–$20,000. **Application closing date: Jan. 1, 1985.** Contact: Cindy Larson, Business Manager, **North Dakota State Library, Liberty Memorial Building, Capitol Grounds, Bismarck, ND 58505.** North Dakota is an equal-opportunity employer.

Senior librarian: (extension librarian/institutional library coordinator) for the South Dakota State Library. Responsibilities include working in an advisory capacity with 11 institutional libraries (including 4 correctional facilities, mental hospital, 5 special schools and hospitals, and veterans' home), consulting in all phases of library service. Opportunity to assist in development and implementation of new programs. Ability to establish and maintain effective working/advisory relationship and knowledge of principles of current library practices required. 30 percent travel. Qualifications: bachelor's degree in library science and 5 yrs.' experience (ALA-accredited MLS and 3 yrs.' experience preferred) or an acceptable combination of education and experience. Salary: start $17,014–$19,302 d.o.q. **Application/resume (must have Social Security #) mailed by Jan. 24, 1985,** to: **Bureau of Personnel, 118 W. Capitol Ave., Pierre, SD 57501.** South Dakota is an equal-opportunity employer.

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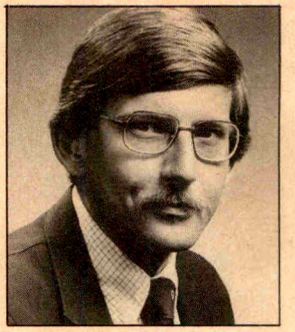
Daniel Davila



Rodney Hersberger

Nancy Allen

Aug. 1 ALA member **Rodney M. Hersberger** became director of libraries at California State College/Bakersfield. . . . **Daniel Davila**, former chief librarian and dean of learning resources and cultural affairs at Passaic County Community College, Paterson, N.J., is now chief librarian at CUNY's Queensborough Community College, Bayside, N.Y. Davila, who has published extensively in the field of library services for Hispanics, has served as board president of the Hispanic-Purpose Center in Paterson and was a member of the New Jersey Arts Council's committee for the development of the arts for minorities. . . . ALA member **Nancy Allen** is now assistant director for public services at Wayne State University Libraries, Detroit, Mich. . . . The University of Illinois at Urbana-Champaign library school has named **Marie Bruce** the 1984 winner of its Robert B. Downs Award. Bruce, who is director of Huntington Memorial Library in Oneonta, N.Y., was honored with the library school's intellectual freedom award for protecting the privacy of library users during the federal investigation of a scrawled threat on the life of President Reagan that was found in a returned book. She refused federal agents access to Huntington's circulation records for five days, until they obtained the necessary court order provided for in New York State law. . . . **John C. Van Horne** is now librarian of the Library Company of Philadelphia (Pa.), succeeding **Edwin Wolf II,** who recently retired. . . . **Madeline Hendrix**, coordinator of libraries and instructional materials for the Sewanhaka Central High School District (N.Y.) has won the Distinguished Alumni Award from the Division of Library and Information Science Alumni Association of St. John's University, Jamaica, N.Y. . . . ALA member **Margaret Kimmel**, professor in the School of Library and Information Science at the University of Pittsburgh, Pa., is now president of the U.S. Board on Books for Young People, a section of the International Board on Books for Young People. . . . **Thomas T. Surprenant**, former associate professor at the University of Rhode Island Graduate Library School, Kingston, is now director of the Queens College library school in Flushing, N.Y. He succeeds ALA member **Richard J. Hyman**, who resigned as of Sept. 1 to return to full-time teaching and research. . . . ALA member **Michael Furl** recently became director of the Auglaize County Public Library in Wapakoneta, Ohio. . . ALA member **Jordan Scepanski**, former director of the Central/Science Library at Vanderbilt University, Nashville, Tenn., is now director of university library and learning resources at California State University/Long Beach. . . . **John Fuchs** is now director of the Berkshire Athenaeum in Pittsfield, Mass. . . . At University of California/Berkeley **Carol Alexander** is now head of the Science Libraries Department and **Elizabeth Byrne** now heads the Environmental Design Library. Alexander last served as director of the Office of Library Systems and Services at the Environmental Protection Agency; Byrne was head of the Design, Architecture, Art and Planning Library at the University of Cincinnati (Ohio). . . . **Barbara Pratt Mladinov** is now director of Bethlehem Public Library, Delmar, N.Y. She succeeds **John S. Hodges**, who resigned to become director of the Hewlett-Woodmere Public Library on Long Island. Both are ALA members. . . . ALA member **Terri Delke** recently became director of a new public library in Greenfield, Wis. She last served as library consultant for the Arrowhead Library System in Virginia, Minn. . . . ALA Councilor-At-Large **Charlotta C. Hensley** is now assistant director for technical services at the University of Colorado Libraries, Boulder. Hensley was also 1981/82 president of ALA's Resources and Technical Services Division. . . . ALA member **Stephen A. Kershner**, former director of the Geauga County Public Library, Chardon, Ohio, became joint director of the Baldwin and Bloomfield Township Public Libraries, Bloomfield Hills, Mich. He was succeeded at Geauga County PL by another ALA member, **Larry Corbus**. . . . **William D. Matthews** is now manager of the Computer Services Division at Engineering Information, Inc., New York, N.Y. A former editor-in-chief of the *Journal of Library Automation*, his other library appointments have included those of staff associate for information technology for the National Commission on Libraries and Information Science, Washington, D.C., and director of systems for the New England Library Information Network (NELINET). . . . The College of Insurance, New York, N.Y., recently appointed two ALA members to its library staff: **Beverly Rosignolo** as chief librarian and **Gladys Hodapp** as associate librarian. . . . ALA Member **Deborah Voight Loeding**, formerly with the Kanawha County Public Library System in Charleston, W. V., has been appointed library relations coordinator at H.W. Wilson Company, New York, N.Y. . . . ALA member **Katherine Chiang**, former head of the Entomology Fisheries and Wildlife Library at the University of Minnesota, Minneapolis, is now computerized data services librarian at Cornell University's Albert R. Mann Library in Ithaca, N.Y. . . . ALA member **Renwick Garypie** is now director of Garfield County Library, New Castle, Colo. . . . **John W. McGinty** is now associate university librarian at Fairfield (Conn.) University. . . . ALA member **Bill Serynek** is now director of the Massapequa Public Library, Long Island, N.Y. . . . **G. Garry Warren** is now director of libraries at Fort Hays State University, Hays, Kans. An ALA member, Warren last served as director of the Henderson State University Library in Arkadelphia, Ark. . . . **Debra J. Holland** recently became adult services consultant at the Mid-York Library System in Utica, N.Y. . . . June 30 **E. Graham Roberts** retired as director of the Price Gilbert Memorial Library at Georgia Institute of Technology, Atlanta. An ALA member, Roberts was instrumental in establishing GIT's School of Information and Computer Science in 1963 and also served on the first Board of Directors of the Southeastern Library Network (SOLINET). An endowment fund for library resources has been established in his honor at GIT. . . . ALA member **Nancy Sykes Strachan** is now reference librarian at Roanoke (Va.) Public Library. . . . ALA member **Julius F. Ariail** is now director of libraries at Georgia Southern College, Statesboro. . . . ALA member **John Dunkelberger** recently became head of reference at Urbana (Ill.) Free Library. . . . Recent library appointments at Harvard University, Cambridge, Mass., include: **Robin M. Carlaw** as curatorial associate in the Harvard University Archives; **Timothy Edward Connor** as head of public services for Harvard-Yenching Library; **Cathleen H. Conroy** as serials conversion project coordinator of Harvard University Library; and ALA member **Assunta Pisani**, specialist in book selection in the Harvard Collection Library, who will also be administrative head of the Collection Development Department of Harvard College Library for a three-year period. . . . ALA member **Sarah Mathewes Sartain**, recently became associate librarian for books and serials at the Virginia Historical Society in Richmond, Va. . . . Recent appointments at Columbia University Libraries, New York, N.Y., include: **John Aubry** and **Ellen Scaruffi** to the Rare Book and Manuscript Library, Aubry as reference librarian/bibliographer and Scaruffi as curator, Bakhmeteff Archive; **Susan Barnes** as head of reference in the Health Sciences Library; **Yukino Nakashima** as curator of Japanese collections in the Law Library; **Alan Schaplowsky** as head of serials acquisitions; **Sarah Spurgin** as reference librarian in the Humanities and History Division; and **Virginia Kerr** and ALA members **Ann Bevilacqua, Edward Goodman**, and **Janice Woo** as indexers of the *Avery Index of Architectural Periodicals*.

Deaths

Anne English Stewart Furlow, 50, former chief librarian at the Treasury Department, died Sept. 13. She also helped to establish the Federal Maritime Commission's law library. . . . **Charles R. Joyce**, 55, director of the Kansas City (Kans.) Public Library since 1978, died Oct. 3. . . . **Ruth Ulman**, former associate editor in the General Publications Department at H. W. Wilson, died Oct. 6. □

New kind of library launched in Scotland

For teens only, "experiment" goes over big with unemployed youth

by Janet Rae

A TEENAGE LIBRARY, described as "a complete anathema to many librarians," has proved so popular in Johnstone, Scotland, that young people are traveling as far as 25 miles to use its facilities.

Johnstone, near Glasgow, is a town where unemployment among the young currently stands at 82 percent. To provide a service for the unemployed and attract an age group normally passive about libraries, the District Council's Library Service decided to go out on a limb. Last February it opened the experimental Johnstone Information and Leisure Library (JILL) in a classroom of a former elementary school.

The building already housed a training workshop for unemployed youth and an information service on welfare and housing. The library was meant as an extra resource.

Although specifically aimed at the 16-to-19-year-old age group, the library's appeal proved wider. At the end of the first six months, 3,500 young people from 12 to 20 had joined as members.

What makes JILL popular is that it breaks so many rules of conventional library collections and management. And this is the chief reason why head librarian Monica McBride describes it as the type of place that would make many librarians flinch.

Noise part of the scene

First, she points out, there is "the noise level." In the background, the noise comes from a hi-fi system and its speakers, blurting out a continuous stream of pop music, some played by special request. There is foreground noise, too, either from groups of teenagers gathered around the hot-beverage vending machine, or around a table and a lively game of Monopoly. "Everyone anticipated problems with behavior," says McBride, "problems with vandalism or hooliganism. But, touch wood, we've had no problems yet. Even if they sit and swear we don't interfere, because that's the way these kids talk to each other. But if they become abusive, they are asked to leave."

Janet Rae is a freelance writer and regularly contributes to *The Scotsman* newspaper and *The Times Educational Supplement Scotland.*

Leniency pays off

In a library without controls such as fines or other fees, one would expect to suffer vanishing stock. Surprisingly, this hasn't proved the case. Some early troubles, such as false names and addresses appearing on membership cards, were easily resolved by requiring new members to provide proof of their address.

Lending rules are lenient. Members may check out library materials for one month. This includes two items from the library's collection of cassette tapes, computer games, and long-playing records. (Singles from the Top Twenty, which the library keeps up to date, are allowed out for only one week.)

JILL doesn't distinguish between fiction and nonfiction, or between juvenile and adult. All the books are shelved according to subject category, and each category is identified with a symbol on the spine of the book. For example, "Magic and Supernatural" has a witch on a broomstick; "Family and Home," a house; "Space and Fantasy," a

Patrons can borrow long-playing records for one month, except for singles from the Top Twenty that the librarian keeps up to date.

rocket ship; "War," a tank, and so on. The category of "Sexy Books," with its distinctive heart symbol, includes new-wave paperback romances and titles by Harold Robbins and Jacqueline Susann.

One of the benefits of displaying books by category is that teens with literacy or numeracy problems are not made to feel out of the ordinary. Easy-reading books have been unobtrusively included in relevant categories.

Materials strategically placed

The library's policy of "face-out" display—an attempt to attract reluctant readers—is also credited with capturing a new audience. Paperbacks make up most of the collection and are displayed in four sections of burgundy-colored shelving (comfortable chairs and tables are part of the same color scheme), and the audiovisual materials are similarly presented.

Though most of the library's offerings reflect the demands of the current teenage pop culture, weightier materials are also close at hand and sometimes strategically placed. For example, the category of "Language and Literature," with its Oxford's *Annals of English Literature* and its collection of Graham Greene novels, has been shelved next to the collection of books on "Pop and Rock." Other similar material includes language tapes and computer software for educational exercises.

Strangely, the library's collection on careers and jobs—categorized as "Help Yourself" (with titles ranging from *Jobs in the Building Trade* to *Coping With Interviews)*—has received scant attention. In a high unemployment area, this is an incongruity which McBride hopes to rectify by changing the shelf location.

AV outstrips book loans

When the library first opened, the enthusiasm for computer games was overwhelming. The library's one microcomputer, available for half-hour sessions, is still booked up one month ahead. The use of this machine, plus the demand for computer software on loan, outstripped the demand for books. As teenagers became used to the library, however, it was discovered that book circulation increased. During the first month, figures were: 1,745 audio; and 1,162 books (579 fiction and 583 nonfiction). By the seventh month circulation had increased to: 2,784 audio; and 1,715 books (1,165 fiction and 550 nonfiction). Library holdings currently stand at 5,000 books and 4,000 audio. In print material, preferences are clear: comics and comic-books circulate the highest in the fiction category, followed by "Spine-chillers" and "Humor." Books about pop and rock music are the most frequently borrowed in the nonfiction section.

Close quarters belie activity

Perhaps the most startling fact about JILL is the space it occupies, a 20-by-30-foot room. At any given time, one usually finds a full house: A group of 36 youngsters drinking coffee, listening to music, reading comics or magazines, or playing one of many board games. Some might also be watching a video of their favorite British television show, "Top of the Pops," which is featured twice weekly in the library. Since the regular staff of three librarians has discovered that demands often have to be met on a one-to-one basis, which is very labor-intensive, 36 is a full house indeed.

This past summer, during school vacations, the librarians had part-time use of an additional room to screen music video, an activity which has resulted in the YAs writing and producing a bi-monthly magazine. The magazine is distributed to schools and youth clubs. The library also operates a "swap box" for comics and tapes, and a computer club is taking shape.

JILL was started through an urban aid program with an initial grant of almost $26,000 U.S.: $18,450 for materials and $7,380 for furniture and equipment. Although it is not yet one year old and was "an experiment" meant to last three years, JILL's success is so unequivocal that its funding is about to be included in the district's mainstream library budget. □

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ala report

Executive Board fall meeting

Exec Board will hand Council list of AASL issues

ALA Executive Board members had rescheduled their regular fall meeting at Headquarters so that representatives of the American Association of School Librarians could participate in a discussion of AASL concerns before traveling to their national conference in Atlanta. President E. J. Josey called the full board to order just after 8:30 a.m. Oct. 24, but no one representing the school librarians' group appeared at that time.

Present were: President-elect Beverly P. Lynch, Treasurer Patricia Glass Schuman, Executive Director Robert Wedgeworth, Immediate Past President Brooke E. Sheldon, Judith R. Farley, Regina U. Minudri, David P. Snider, F. William Summers, Arthur Curley, Jane A. Hannigan, Margaret E. Chisholm, and Elizabeth Futas.

As chair of the board subcommittee appointed to address the AASL Future Structure Report requesting more autonomy, Minudri presented the seven issues discussed at the joint ALA–AASL meeting Sept. 26 (*AL*, Nov., p. 735–36). Minudri also distributed a follow-up report from AASL Executive Director Alice Fite in which AASL leaders reviewed the Sept. 26 discussion. They asked the Exec Board to recommend to Council that the ALA governing body affirm the division's right to speak as the "singular voice for school librarians," offer a "differentiated dues structure" permitting people to join AASL without joining ALA, seek interest on unexpended cash balances, schedule its own conferences, contract for the ALA services it desires, determine its own salaries, and affiliate with other organizations without Council approval. These measures, AASL believes, will allow the division to increase its membership and revenues and permit AASL to represent school librarians more effectively.

Minudri said she did not favor all of the measures but suggested some issues might be explored by appropriate ALA channels. Board members expressed sensitivity to AASL concerns, but said many of the issues had been debated and resolved in the Operating Agreement of 1982. Lynch commented: "It's an insult to ALA that no one from AASL bothered to come to the Executive Board meeting."

The board voted to present to Council at the Midwinter Meeting a full information report on the AASL discussions. The board will also express to Council its belief that the current ALA Constitution, Bylaws, and policies governing the relationships of the divisions to the Association are appropriate. The board also asked COPES to report on payment of interest on division unexpended cash balances as stated in the Operating Agreement.

After the action had been completed, Fite entered the board room and apologized for being delayed. Board members had no questions.

Overhead study approved

Si Wilson, ALA controller, presented the 1982–83 overhead study, explaining that it will be used to allocate overhead costs to ALA units during the coming year. Wilson defined overhead as real expenses that could not be precisely identified with a direct activity.

Wilson said the study shows the overhead allocated to divisions was $1,002,000. It covered the ALA distribution center, reprographics, the Headquarters Library, Public Information Office, membership services, and general and administrative costs. The overhead allocated to AASL, for example, was $103,137; the division dues revenue amounted to $77,000.

The board accepted the study.

ALA general fund meets target

Wedgeworth reported that the ALA general fund ended the 1983–84 fiscal year on target, with revenues at $8,692,810 and expenditures of $8,668,898.

The state of Illinois, he said, has granted the ALA request for a continued real estate tax exemption on Headquarters property.

Committee on Program Evaluation and Support Chair Barbara Markuson said that staff and members "can take pride in the results of restraint, economy, and continued creative actions in revenue generation" in the 1983–84 fiscal year.

COPES recommended a 1984–85 budget ceiling of $9,564,278, slightly larger than the figure adopted at Annual Conference. Citing an "emergency-or-critical-situation" option, COPES recommended adding $22,550 for the executive director search, $25,000 for a new employee in accounting, and $500 for Josey's Presidential Committee on Library Services to Minorities. COPES deleted the conference reserve and recommended a zero balance to begin the 1985–86 budget process against projected annual revenues, moving toward a pay-as-you-go philosophy.

The 1984–85 budget was unanimously adopted by the board. The budget reserves $120,990 for revenue-generating and program activities and sets the general fund reserve at $76,690. Final figures will be presented at Annual Conference.

Endowment "loss" questioned

Senior ALA Endowment trustee William Jackson reported ALA assets of $3,423,000, including $1.2 million for Huron Plaza, and indicated satisfaction with the Northern Trust Company's present management of ALA funds. The strategy, he noted, was to shift slightly to fixed income investments (see box).

Treasurer Schuman, chair of the board's Finance and Audit Committee, expressed concern over the loss of nearly $100,000 in the market value of ALA holdings. Hannigan demanded to know if the loss was explicable.

Jackson said that after the ALA funds were moved from the First National Bank of Chicago to Northern Trust at the board's request in 1983, the officer in charge of the ALA account left abruptly and was not replaced for several months. The losses were on paper only, Jackson said, and if the account had been active during that period, ALA might just as well have lost as gained income. He said it was premature to judge Northern Trust in its first year of ALA fund management and he has confidence in its supervision.

Strategic planning put on hold

Past President Brooke Sheldon presented the board's Directions and Program Review Committee (DPRC) redefinition of the Process Planning Group charge stated on page 4 of the new *ALA Handbook of Organization 1984–85*. The charge, unanimously approved by the Executive Board, now specifies that the Process Planning Group is a broadly based representative ad hoc committee composed of the 1984–85 Executive Board DPRC members plus representation from the Planning Committee (1), divisions (2), round tables (1), chapters (1), Committee on Organization (1), and COPES (1). It was established to initiate strategic long-range planning for the organization as a whole. When the working draft for the plan is approved, the committee will be dismissed, January 1986 at the latest.

Sheldon also presented the 22-page report of the PPG meeting at Headquarters Sept. 21–22, facilitated by consultant Glenn

ALA endowment investments

As of Aug. 31, 1984, ALA owned stocks in Merck & Co., Inc., Warner-Lambert, American Greetings, K-Mart, Masco Industries, AMP Inc., Hewlett-Packard, International Business Machines, Minnesota Mining and Mfg., Schlumberger, Inc., Atlantic Richfield, Knoll International Inc., Masco Corp., Celanese Corp., Loctite Corp., Morton Thiokol Inc., Westvaco Corp., Nucor Corp., Sundstrand Corp., General Electric Co., Thomas & Betts Corp., and USF & G Corp.

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Tecker. The report outlines activities that would be necessary to develop a strategic long-range plan and a management accountability program. The PPG asked the Exec Board to appropriate $48,000 for its FY 1985 activities and authorize Wedgeworth to execute a contract with Tecker. The contractual costs for the three-year project outlined by Tecker in October would total $80,000, Sheldon said.

Board members expressed varying views on the project's objectives, timing, costs, and final outcome. Wedgeworth said the questions indicated the board was not yet ready to move forward on the project.

Hannigan and Lynch moved the COPES recommendation that the board submit the PPG action plan to Council for review and approval. Summers suggested that Council would need more front-end information on Association planning in recent years and more back-end data on costs and benefits.

The board agreed that with more background and revision the PPG proposal should go to Council at Midwinter. The motion was passed by a vote of 7 – 3 with one abstention.

Merwine Case and the MLS

Responding to Council's concern over the Merwine Case and ALA support for the accredited MLS expressed at Annual Conference, the board had asked Wedgeworth, Hannigan, and Chisholm to prepare an action program on professionalism.

A roundup summarizing the Association's activities related to the professionalism issue was presented and the board requested the review be prepared on a recurring basis.

The report said the Merwine Case is scheduled for oral appeal arguments in the U.S. District Court of Appeals in New Orleans Nov. 14. Margaret Myers, director of the Office for Library Personnel Resources, will attend and report to ALA. If the case is remanded back to a lower court, the Association will determine its position.

The review also reported that six library schools will be discontinued between now and mid-1986.

OLPR has issued T.I.P Kits on "Employee Selection and Minimum Qualifications for Librarians," and "Writing Library Job Descriptions." OLPR also has established a task force to begin review of the ALA "Library Education and Personnel Utilization" statement and is planning a program on that issue for the 1985 Annual Conference.

The executive director search

Lillian Bradshaw, chair of the Executive Director Search Committee, provided a detailed progress report presented by Staff Liaison Ernest Martin. After the position was advertised (*AL*, Oct., p. 637), the committee met in Chicago Oct. 11 to establish procedures and timetables. The committee asked Bradshaw to write a "Dear Colleague" letter to a broad mailing list inviting nominations, with applications due by Dec. 1.

At a meeting scheduled for Dec. 17 – 18, the committee will review the list of applicants and agree on those to be interviewed Jan. 28 – 29. The committee will present a report and recommend a list of non-ranked candidates to President Josey by April 1, so that the Executive Board may interview and choose a successor to Wedgeworth at its spring meeting. The new appointment should be announced May 31. The new executive director is to take office Aug. 1.

Summers commented the board should be pleased at the committee's initiative.

ALA staff policies

Board Personnel Committee Chair Summers asked the board to adopt a tuition reimbursement policy which would encourage ALA staff members to continue their education. Subject to its ability to fund, the Association would absorb 50 percent of tuition costs, up to $500 for each employee. Summers also asked the board to authorize the expenditure of not more than $5,000 from the reserves to implement the policy. Both motions were unanimously adopted.

The board also adopted personnel policies regulating employment of unit staff by other ALA units as independent contractors and granting compensatory time to exempt employees for prolonged assigned overtime work.

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Cooperative publishing ventures

Publishing Services Director Gary Facente told the board that ALA's new data entry equipment resulted in savings of $46,000 to *Booklist*. The department came within a tenth of 1 percent of its $4.5 million budget for both revenues and expenses. The Publishing Committee is working with division directors on a Midwinter Meeting workshop.

Evelyn Shaevel, executive director of the Young Adult Services Division, said unit leaders met with Publishing Services during the summer to learn the terms of the publishing business, how to deal with customers, and standard discount and billing procedures. YASD, the Association for Library Service to Children, and the Reference and Adult Services Division are working with Publishing on experiments to increase the sales value of division pamphlets.

Membership goal 40,000

Associate Executive Director Peggy Barber presented the first report from the new ALA Communications Department. The goal for the 1985 membership development program is 5,800 new members, an increase of 4 percent from 1984. To compensate for non-renewals following a dues increase, the membership efforts also will focus on retaining members in order to make the grand total of 40,000.

Past President Betty Stone is continuing to build the National Library Week Partnership Program begun in 1984; 50 national organizations representing more than 50 million members have joined in the NLW activities.

Conference Arrangements reports the Jan. 5–10 Midwinter Meeting in Washington will be the biggest ever, Barber said. All exhibit booths have been sold.

Programs and projects

Office for Library Outreach Services (OLOS) Director Jean Coleman presented an activities update on the Coalition for Literacy, which continues to raise funds for its three-year public awareness campaign. The Advertising Council and Benton & Bowles will launch the campaign at a press conference in New York City Dec. 12.

The Department of Education has granted $82,275 to staff a project director and part-time secretary for one year to be supervised by OLOS.

- In his management report, Wedgeworth said an ALA seminar for 70 armed forces librarians in connection with the Frankfurt Book Fair in October was so successful ALA has been asked to repeat it next year. Publishing Services Marketing Manager Paul Kobasa coordinated the seminar, and Wedgeworth and Communications Director Peggy Barber participated.
- The American Library Trustee Association proposes a new affiliate relationship between ALTA and public library boards for an annual fee of $35.

ALTA affiliates would receive a quarterly *ALTA Digest* of pertinent articles, a packet of orientation materials, and be able to participate in an ALTA hotline providing counsel, referrals, and kits of relevant materials. ALTA affiliates would not have the privileges of ALA and ALTA personal memberships, but would become part of a national network of lay library leaders.

Action on Realities

At the annual meeting of the White House Conference on Library and Information Services Taskforce (WHCLIST) in September, participants formally requested ALA President Josey to appoint an advisory committee to coordinate the full and effective use of two "powerful tools," ALA's *Realities: Educational Reform in a Learning Society* and the federal Department of Education publication *Alliance for Excellence: Librarians Respond to A Nation at Risk*. The board authorized Josey to name three ALA members to follow through.

Sheldon reported that 35,000 copies of *Realities* had been published in June and 20,000 more are being reprinted. She said the Texas Library Association, for one, is using the pamphlet.

(Continued on p. 815.)

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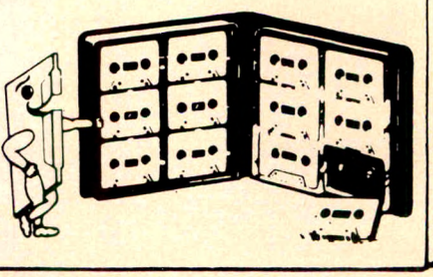


ALA Report, cont. from p. 811

ALA Washington Office Director Eileen Cooke reported that President Reagan signed HR 2878, the Library Services and Construction Act Amendments, into law Oct. 17 (*AL*, Nov., p. 682). The law extending and expanding LSCA is PL 98-480. Reagan also signed the resolution continuing the appropriations for LSCA funding.

Action on telecommunications rates awaits further action by the Federal Communications Commission or Congress, Cooke advised.

She reported that the legislative workshop sponsored by the Legislation Committee at Midwinter Meeting Jan. 5 will involve representatives of ALA divisions in drafting legislative statements and developing fact sheets for use with Congress and community allies. The working tools at the session will be *Realities* and *Alliance for Excellence*.

Cooke called the attention of ALA members to the October *Lion Magazine* cover story on functional illiteracy. It features an insert by President Josey.

Robert Doyle, coordinator for IFLA '85, gave a progress report on the 51st Council and General Conference of the International Federation of Library Associations and Institutions to be held in Chicago next Aug. 18–24. The U.S. Organizing Committee has raised more than $120,000 in cash contributions and an additional $30,000 in pledges, he said.

Some 187 commercial and educational exhibits are being organized for the conference, and ALA will be given four free exhibit booths for the ALA Store in the Palmer House Lower Exhibition Hall. The National Commission on Libraries and Information Science is creating a Model Information Center to demonstrate how technology can provide information to organizations or developing countries.

Poster-session applications for Chicago due by Jan. 30

Poster sessions, the bulletin board displays of research, programs, and problem-solving ideas that have been featured at ALA Annual Conference since 1982, will be presented in Chicago in July. The two-hour sessions give members an opportunity to share ideas, publicize their research, and develop professional contacts.

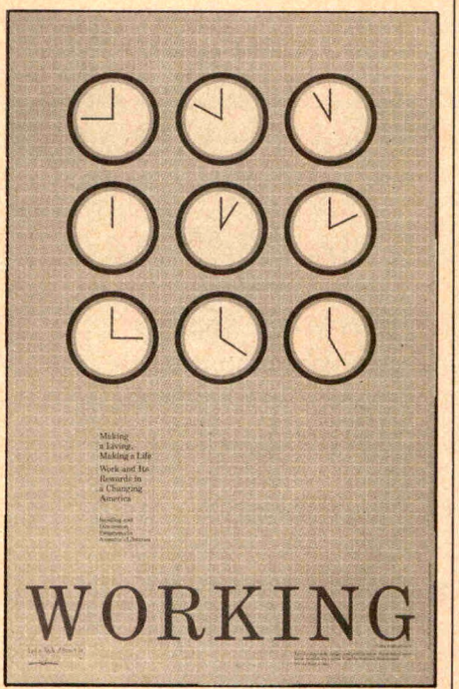
A slide/tape show explaining the sessions, giving examples of successful presentations and providing suggestions on how to create displays, is available from the ALA Headquarters Library via interlibrary loan. The show, developed by the Library Administration and Management Association Public Relations Section, can help promote the poster sessions concept at state association meetings and other conferences.

Booklets containing abstracts of 1984 presentations are available, as are application forms, from Poster Sessions, PIO/ALA, 50 E. Huron St., Chicago, IL 60611.

Publisher cooperates with "Let's Talk About It" project

After Studs Terkel's *Working* had been selected as one of the books to be discussed in the "Let's Talk About It" reading programs in libraries across the nation, Project Director Sandy Cooper learned that the paperback might go out of print.

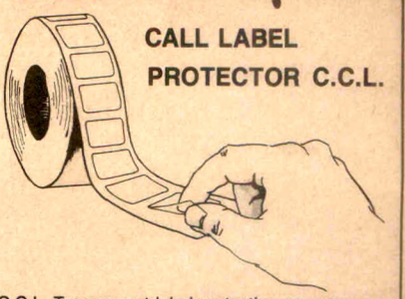
"We began calling Random House-Pantheon promotion people to see if they would put out a new paperback edition for the project," recalls Cooper, executive director of the Association of Specialized and Cooperative Library Agencies. "They told us the publisher planned to sell the rights in a package with Terkel's new book."



"Making a Living, Making a Life: Work and Its Rewards in a Changing America" is one of six themes selected for the "Let's Talk About It" reading and discussion project developed by the Association of Specialized and Cooperative Library Agencies. In addition to* Working, *by Studs Terkel, the reading list includes* Growing Up, *by Russell Baker,* Death of a Salesman, *by Arthur Miller,* The Professor's House, *by Willa Cather, and* Confessions of an Advertising Man, *by David Ogilvy.

ALA persisted, and Pantheon saw the merits of "Let's Talk About It." A special trade paperback at under $10 is being published to accommodate the project. Cooper comments: "We're grateful for Pantheon's cooperation, and we encourage all libraries to get involved in the project."

Pilot programs will begin at local libraries in Minnesota, Mississippi, Ohio, Indiana, and Wisconsin next year using materials developed by ASCLA on themes of work, family, ethnicity, or children's literature.



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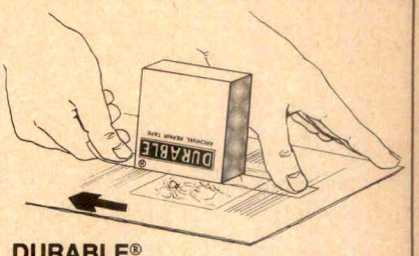

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With best holiday wishes, McFarland would like to quote a few quotes about our books. Suitably for the season, we hope they ring a bell.

Of, for instance, Eisner & Krinsky's *Television Comedy Series: An Episode Guide to 153 Sitcoms in Syndication* (McFarland, $49.95), it was said: "monumental...exhaustive index"—*AL*; "exhaustive...excellent"—*Choice*; "extensive index...gold and dross treated factually"—*WLB*; *LJ* was more modest: "useful." Even has guest stars.

Said the *Christian Science Monitor* of Sigoloff's *The Films of the Seventies: A Filmography...* ($29.95), it is "informative...useful...enjoyable"; restrained *LJ* observed, "the index is very thorough." Now, *Classic Images* called it "a whale of a deal" but they're of course a bit Hollywood.

Speaking of which, Glut's *The Frankenstein Catalog* (McFarland, 539p., $29.95; a 47-word subtitle classifies its contents) has, fittingly, excited some awed talk: "comprehensive...valuable"—*LJ*; "remarkable... recommended"—*Choice*; "beautifully annotated"—*RBB*. *The Big Reel* called it "incredible," natch.

"For those who dote on quotes" (we do, it's clear in this ad) *American Libraries* found Maikovich's *Sports Quotations: Maxims, Quips and Pronouncements for Writers and Fans* fit. It's $15.95 and not only edges the competition in total entries (1,782) but also is much better indexed.

Of Havlice's *Earth Scale Art* ($29.95: bibliography, artist directory, reproductions index): "Accurate... comprehensive...recommended," said *Choice*, adding, of Smith's *U.S. Television Network News: A Guide...* ($29.95), "convenient...recommended."

In its third printing, Marshall's late '83 *Back to Books: 200 Library Games to Encourage Reading* ($12.95, paper) is "a useful source of information" (*Booklist*) "ideally suited for the school library" but destined to "circulate well" in PL's to educators and caregivers (*Public Library Quarterly*) since it's "a welcome fund of ideas...clear and concise" (*Public Libraries*).

McFarland & Company, Inc., Publishers, Box 611, Jefferson, North Carolina 28640 (919-246-4460). Come see us in Washington (Booth 1713).

ALA Report

Theme materials on bestselling novels and citizenship are in the works. For information, write or call the "Let's Talk About It" Project, ASCLA, at Headquarters.

Baryshnikov, Cosby, and Sting to promote "A Nation of Readers"

Posters of Mikhail Baryshnikov, Bill Cosby, Bette Midler, and Sting will urge Americans to become a "Nation of Readers" in 1985.

Celebrity posters and other colorful graphics with specific ideas on how to celebrate the library during National Library Week April 14–20 and throughout the year are available from the ALA Public Information Office.

The "The Nation of Readers" graphics will also provide support for the Coalition for Literacy Advertising Council campaign scheduled to begin in early December. The coalition of 11 national organizations organized by ALA aims to recruit voluntary tutors across the nation, motivate adult illiterates to ask for help, and seek the involvement of the business community.

For the free, four-color *1985 Library Graphics Catalog* showing all posters and order information about ALA promotion materials, contact the Public Information Office, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780).

PIO also offers a free promotion kit (one per library) for the nationwide photo contest on the "Nation of Readers" theme which will highlight National Library Week. ALA encourages libraries to hold local contests for photographs about reading, announce the winners during NLW, and forward the winning photographs to ALA for judging in the national contest. National winners will be announced at Annual Conference in Chicago.

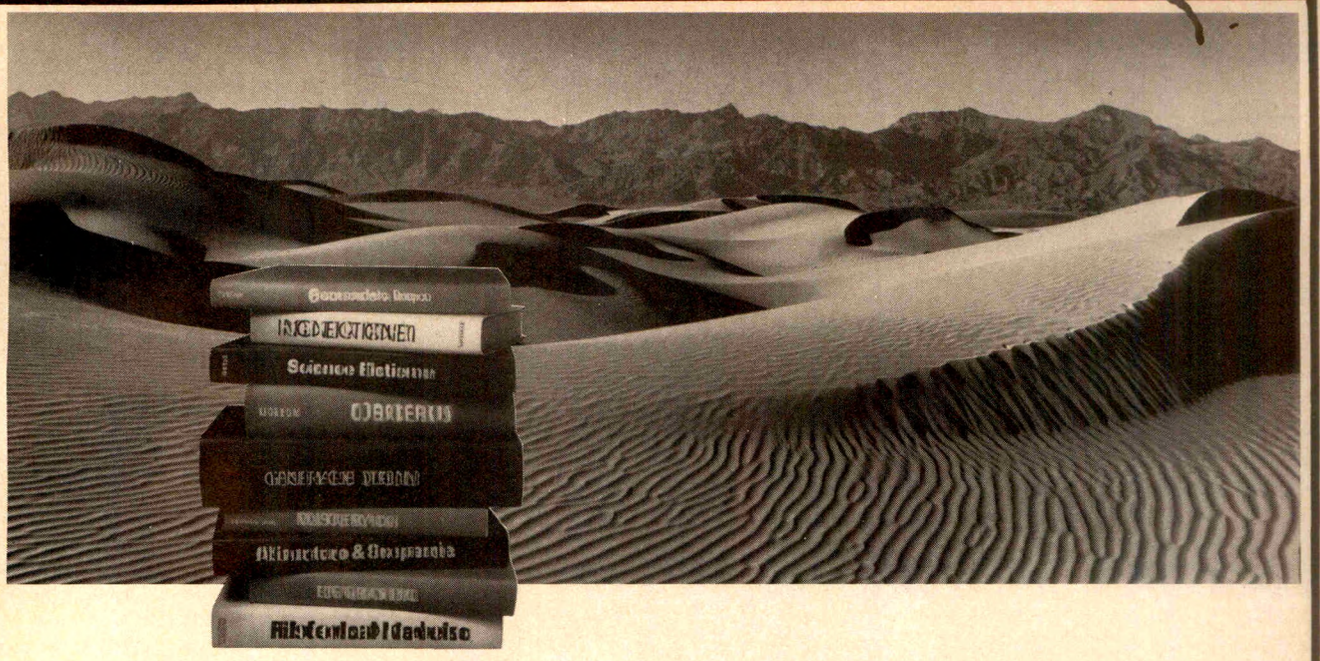
TV Travel offers prizes to Annual Conference goers

Two round-trip air tickets to Bermuda, including hotel accommodation and two meals a day, is the grand prize for one of the first 500 ALA Annual Conference attendees to book transportation through T.V. Travel, Inc., of Chicago.

Second prize is two free American Airlines tickets to any U.S. city, and third, fourth, and fifth prizes are certificates giving a 10-percent discount on the next ticket purchased through T.V. Travel. The winning names will be drawn by an ALA representative at the June conference in Chicago.

T.V. Travel is also offering free $150,000 flight insurance to all conference attendees and their families who purchase tickets through the firm. It also gives special negotiated discounts of 35–50 percent on American Airlines coach flights and low fares on alternate carriers. Attendees must book and purchase their tickets by May 1 to qualify.

For information and reservations call



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Your input requested

• Informal tabletop presentations on end-user searching are needed by the Reference and Adult Services Division Machine-Assisted Reference Section for its 1985 Annual Conference program. Presentations will consist of materials and displays that will fit in a six-to-eight foot table, and participants should be available for 90 minutes to discuss their displays. Areas of interest include case studies, training, publicity, and research related to end-user online systems. Send your one-page proposals by Jan. 9 to Charles Gilreath, Head, Central Reference Dept., University of Arizona, Tucson, AZ 85721.

• The Library Research Round Table has issued a call for papers for presentation at its Research Forum at Annual Conference. Completed projects receive priority; authors should emphasize methodology and significance of research findings for library and information science. Selection decisions will be made at the Midwinter Meeting.

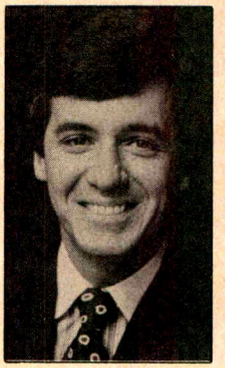
A notice of intent, including title and a 250–300 word abstract, must be sent by Dec. 15 to Pamela Snelson, Periodicals Dept., Drew University, Madison, NJ 07940. Papers sent to the Research Forums Committee may also be submitted to the Research Development Committee for consideration in the research competition if both committees are so informed.

• The ALA Commission on Pay Equity and the Office for Library Personnel Resources (OLPR) seek information on job evaluation studies comparing library workers with other employees, efforts to develop specific comparable worth legislation, union negotiations involving comparable worth, litigation cases, and other actions to achieve pay parity for library workers. Send data to Margaret Myers, OLPR, at Headquarters.

Parent, Wallace, and Russell appointed to HQ positions

Roger Parent, who has been executive director of ALA's Library Administration and Management Association since 1979, was appointed ALA deputy executive director effective Nov. 12. He replaces Ruth Frame, who retired from the post Jan. 31.

Parent, who earned an MLS at Simmons College, came to ALA from Princeton University Libraries, where he was staff development librarian in 1977–79. He has also served at the Mercantile Library in New York, Baruch College, and the Springfield (Mass.) Public Library.



R. Parent

L. Wallace

Linda Wallace, community relations coordinator for the Mideastern Michigan Library Cooperative, will start work as director of the ALA Public Information Office Dec. 2. Wallace had worked for the state-funded service agency for 47 public libraries since 1976.

Wallace received a BA in journalism from Ohio University in Athens and worked as a reporter for the *Flint Journal* for several years. The winner of two John Cotton Dana special awards, she chaired the LAMA Public Relations Section in 1983.

• Gail Russell was appointed continuing education officer in the Association of College and Research Libraries Oct. 15. Russell, who earned both a master's in Christian education and a doctorate in ministry at McCormick Seminary, has served as associate executive for personnel at the Presbytery of Chicago.

LEADS editor cited; McWaters joins *AL* staff

Beverly Goldberg, editor of the LEADS department of *American Libraries,* was cited recently for "extraordinary service to ALA members" in a ceremony attended by the *AL* staff, Publishing Services Director Gary Facente, and ALA Executive Director Robert Wedgeworth. In addition to recognizing Goldberg's contribution to the growth and quality of the LEADS job listings, the citation noted: "You have continually upheld the highest possible standards for equal opportunity by persuading hundreds of advertisers to disclose salary information in published advertisements and by closely monitoring the equality of opportunity represented in each and every advertisement. . . ."

Assisting Goldberg in providing expanded LEADS services will be new editorial assistant Lorene McWaters, formerly with ALA's *Booklist/Reference Books Bulletin*. A graduate of Illinois Wesleyan University, McWaters will assist in several *AL* editorial activities as well as in direct services to readers.

Hot off the presses

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. For

(Continued on p. 820.)

DEWEY Decimal Classification® Numbers You Can Count On!

New **Melvil Dewey: The Man and the Classification.** 1983. Proceedings of 1981 Seminar. Contributors: Keyes D. Metcalf, David Kaser, Dee Garrison, Francis Miksa, Wayne A. Weigand, John P. Comaromi, W. Boyd Rayward, Gordon Stevenson. 210 pp. ISBN 0-910608-34-2 $10.00

Also Available **DEWEY Decimal Classification and Relative Index. Edition 19.** 1979. 3273 pp. Set: 3 Vols. ISBN 0-910608-23-7 $100.00 Purchasers of Edition 19 are entitled to receive FREE issues of the DC& supplements to Edition 19. Vol. 4, Nos. 4 and 5 available 1984:

Manual on the Use of the DEWEY Decimal Classification: Edition 19. 1982. 551 pp. ISBN 0-910608-32-6 Paper $20.00

Abridged DEWEY Decimal Classification and Relative Index. Edition 11. 1979. 618 pp. ISBN 0-910608-22-9 $27.00

Sistema de Clasificación Decimal. 1980. 2655 pp. Set: 3 Vols. ISBN 0-910608-26-1 $75.00

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details, write Paul Kobasa.

Cataloging Government Documents: A Manual of Interpretation for AACR2, prepared by the Government Documents Round Table Documents Cataloging Committee coordinated by Bernadine Hoduski. 272 pages, $49 (0-8389-3304-1, 84-6499).

Guidelines for Using AACR2 Chapter 9 for Cataloging Microcomputer Software, prepared by the Resources and Technical Services Division, Committee on Cataloging: Description and Access, Cataloging and Classification Section. 35 pages, $4.50 (0-8389-3311-4, 84-11168).

Library Cooperation (LAMA Small Libraries Publication, no. 10), by Jewell Smith and Sara Parker. 8 pages, $1.25 (0-8389-5650-5, 84-12530).

Online Catalogs, Online Reference: Converging Trends (Library and Information Technology Series, no. 2), edited by Brian Aveney and Brett Butler. 220 pages, $20 (0-8389-3308-4, 84-11023).

Research for Decision Making: Methods for Librarians, by Robert Swisher and Charles McClure. 220 pages, $25 (0-8389-0398-3, 84-12381).

Robert Lowell: The Poet and His Critics, by Norma Procopiow. 352 pages, $29 (0-8389-0411-4, 84-467).

Supporting K-5 Reading Instruction in the School Library Media Center, by Lea-Ruth C. Wilkens, 144 pages, $12.50 (0-8389-0397-5, 84-460).

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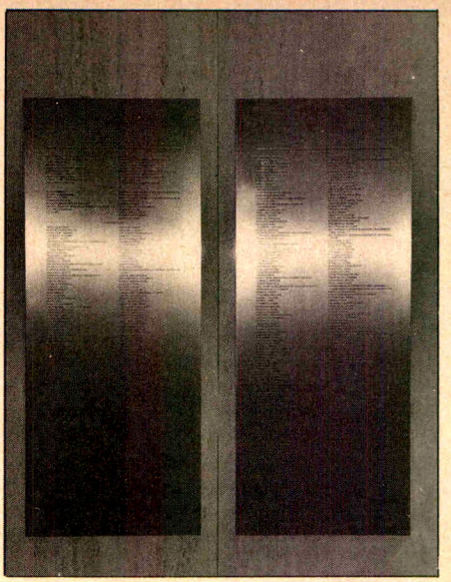

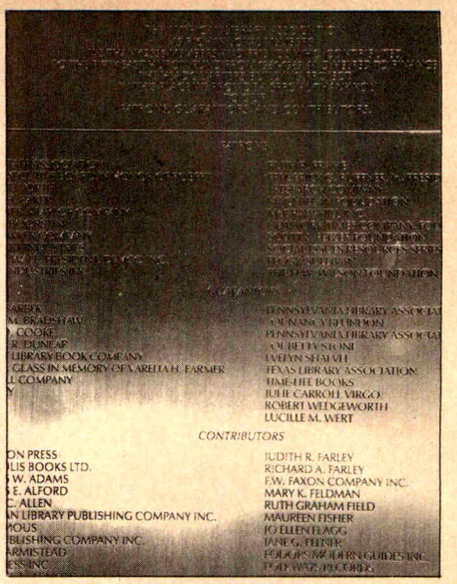

Place of honor for ALA friends

A pair of handsome bronze tablets has been installed in the lobby of Huron Plaza, ALA's expanded Headquarters facility, to honor many members and other friends who helped raise the structure. The heading of the left tablet reads:

THE AMERICAN LIBRARY ASSOCIATION
IS RICH IN LOYAL MEMBERS
WE THANK THE 2596 MEMBERS AND FRIENDS WHO CONTRIBUTED
TO THE FIFTY EAST HURON FUND FROM 1981-83 AND HELPED TO FINANCE
THE HEADQUARTERS BUILDING PROJECT.
IN THIS PLACE WE PROVIDE A SPECIAL THANK YOU
TO OUR
PATRONS, GUARANTORS, AND CONTRIBUTORS.

Unit offerings from 50 E. Huron

Academic Libraries: Myths and Realities—Proceedings of the Third National Conference of ACRL, held in Seattle April 4–7, 1984. 414 pages, $20 to ACRL members, $28 to others from ACRL (0-8389-6787-6).

Coordinators of Children's Services and of Young Adult Services in Public Library Systems Serving at least 100,000 People, a directory compiled by the Association for Library Service to Children. 62 pages, $7.50 prepaid from ALSC, ALA. Make checks payable to ALA (0-8583-6774-4).

Financial Assistance for Library Education, Academic Year 1985-86, comp. by the ALA Standing Committee on Library Education. 48 pages, $1, from SCOLE (0-8389-6792-2).

"Graduate Library Education Programs Accredited by the American Library Association," by the Committee on Accreditation. Single copies free with a stamped, self-addressed no. 10 envelope. For multiple copies send a check payable to ALA/COA for $1 for 2–50 copies; $2 for 51–100; and $3 for more than 100. Address "Accredited list," COA, ALA.

Intellectual Freedom for Children, a packet of letters, handouts, and program and display ideas collected by the Association for Library Service to Children. $6.50 from ALSC, ALA.

"Junior High Contemporary Classics," comp. by *Booklist*. Reprint from Dec. 15 issue, free with self-addressed, no. 10 envelope stamped with 37 cents postage. Multiple copies 25 cents each with discounts of 10 percent on 25–50 copies, 20 percent on 51–250 copies, 30 percent on 251–500 copies, and 40 percent on 501 or more, from Booklist/Junior High Classics.

Library Statistics of Colleges and Universities, NCES data published by ALA/ACRL, 180 pages, $12 to ACRL members, $16 to others, from ACRL (0-8389-6640-3).

State Publications on School Library Media Facilities, Library Administration and Management Association Buildings and Equipment Section School Library/Media Facilities Committee. 21 pages, $3.50 from LAMA.

"Without Technical Standards, Systems Cannot Grow," poster, Library and Information Technology Association. 28 x 20 inches, $5 from LITA, ALA.

ALA Handbook distribution. The *ALA Handbook of Organization 1984–85* will be mailed (without request) to all personal members who hold an office or an appointment in ALA and its units.

The *ALA Handbook of Organization and Membership Directory 1984–85* will be mailed (without request) in November 1984 to all organization members.

If you are an ALA personal member who holds no office or appointment and you wish a copy of the 1984–85 handbook, send a note of request for your free copy (include your membership number) to Elaine Wingate, Executive Office, ALA, 50 E. Huron, Chicago IL 60611. □

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— John Naisbitt, Author of MEGATRENDS

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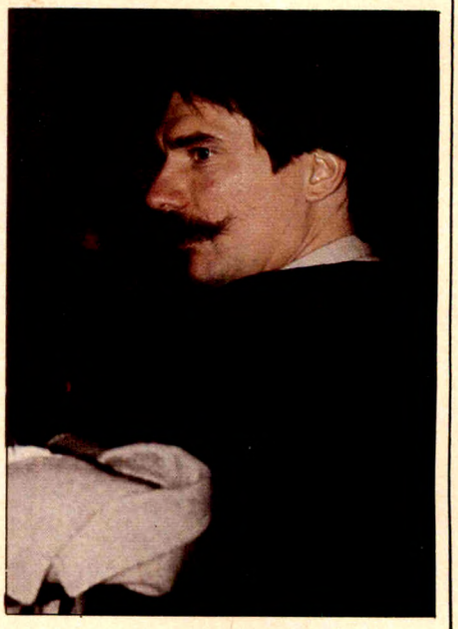
Gathered at the monthly Librarians' Table are, left to right along wall, Kathleen Johnson, Baker Library; Joe Bourneuf, Widener Library; Maria Woodman, Museum of Comparative Zoology Library; Cathy Conroy, HUL; and head of table: Karen Carlson, Widener. Facing wall, right to left, are Cathy Balshone Becze, Hilles Library; Mary Anna Krause, Law School Library; Althea Aschmann, Andover-Harvard Theological Library; Joe Mazuranic and Christine Conroy, HUL; and opposite head of table, Pam Matz, HUL.



Joe Mazuranic, who joined HUL as systems librarian in July, finds the Librarians' Table an antidote to Harvard's decentralized structure. "It gives us the opportunity to see more distant librarians we wouldn't normally communicate with."

Librarians' Lunch Table fosters easy exchange of ideas at Harvard

A group of 11 librarians from separate locations at Harvard University Library gathered in October for the first Librarians' Lunch Table of the '84 – '85 academic year. Initiated in 1980, the Librarians' Table gives colleagues scattered throughout some 100 separate HUL libraries the chance to meet in a relaxed setting. No reservation is necessary.

Sponsored by the University Library's Committee on Communications and Orientation, the luncheon takes place on the first Thursday of each month at the Harvard Faculty Club main dining room.

"That's where we take any original ideas we want to run past our colleagues," said Kathleen Johnson (below), corporate information librarian in the Business School's Baker Library. "We're not embarrassed there, as we might be before an administrator.

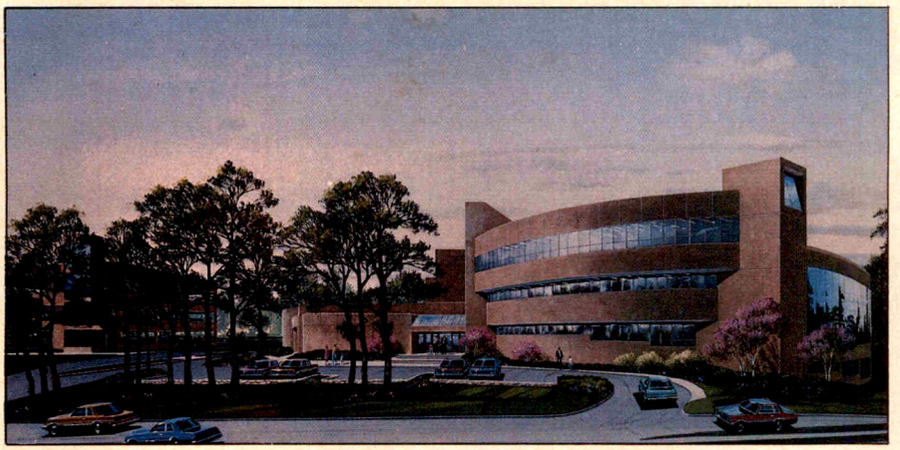
"Some of my colleagues might ask, say, whether we should establish small databases on an IBM PC, such as a career advisory service for students. So we would chat about setting up such a database, what should be put into it, and so on. It's very helpful."

The monthly event allows those who have spoken on the phone but never met to exchange information face to face. It gives new staff members, such as Joe Mazuranic and Christine Conroy from the Office for Systems Planning and Research, an easy introduction to a varied group of associates.

"We can talk shop there in a fairly broad context," said Mazuranic, systems librarian. "A librarian from the Business School, for instance, was talking about a query concerning a national education database. So we can pick up information by talking to people we wouldn't routinely meet."

At the Librarians' Table, apartments have been found for incoming staff, databases evaluated, restaurants reviewed, and—most important—friendships fostered.—*Based on a report from Pamela Matz, editor in the University Library.*

Pam Matz, left, shares a story with Kathleen Johnson and Joe Bourneuf.



Postcards celebrate Irving groundbreaking

To help celebrate the recent groundbreaking for the $7.2-million Irving (Tex.) Central Library, an artist's depiction of the building (above) was made into a postcard.

Designed by the firm of Foster + Meier Architects, the new 85,000-square-foot library is part of the Civic Center Complex. Its unusual shape, in part resembling a cathode ray tube, represents a functional solution to constraints of the site. Consisting of three floors plus a basement, the facility could accommodate another 120,000 square feet by adding a fourth floor.

At the left of the photo, just to the left of the entrance, is a meeting room complex and video production studio. The studio is linked to the city's cable TV network.

Those who collect library memorabilia may obtain a postcard free by sending Director Lamar Veatch an SASE at the Irving Public Library System, POB 152288, Irving, TX 75015.

Diane Tebbetts, assistant librarian, looks at a day's trash accumulation.

Messy message causes a stir

That pile of trash in the lobby at the University of New Hampshire library forced students to confront their own mess. Whether or not they get the message, however, remains to be seen.

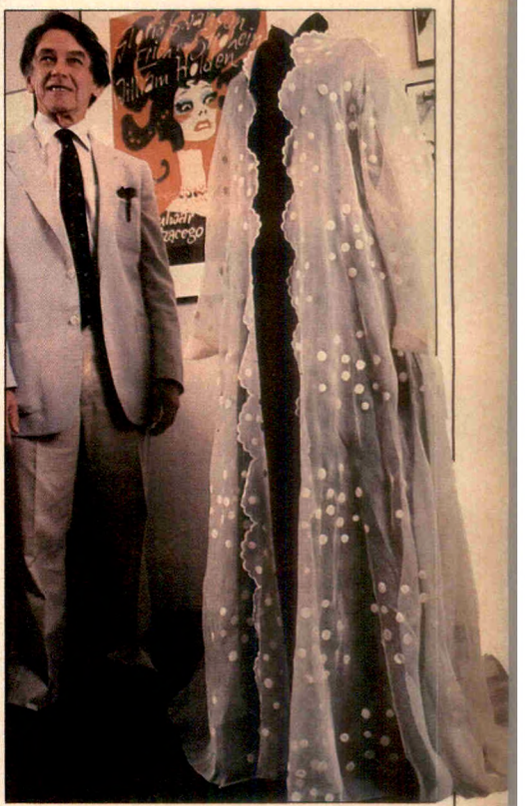
Donald Vincent, UNH librarian, conceived the exhibit, which was mounted for two days in October. He told *AL* that the display "was meant as a dramatic gesture to let students know how much material was gathered from their snacking on one day."

The library's vending room is one of the largest suppliers of food and drink through machines on campus. Vincent dreamed up the trash heap when students ignored appeals to confine pop cans and candy wrappers to the vending area. "A lot of bad spills on the library's six floors resulted," Vincent said, "and the litter could attract vermin."

He doesn't hold out much hope that he can change student habits. "Right now student government is demanding vending machines in the library. Our display is more of a political ploy than anything," Vincent said.

Salute to Gloria Swanson

Two hundred of the half million Gloria Swanson items in the Harry Ransom Humanities Research Center are on display through January. This is the first major showing since the University of Texas/Austin received her archives in November 1982.



"Theater is big business for us," said Decherd Turner, director of the Harry Ransom Humanities Research Center. Beside him is a gown from the Gloria Swanson collection.

"A Visit with Gloria Swanson" includes photographs, movie posters, and wardrobe selections from the actress, whose career spanned 70 years in film, theater, and TV.

"Her favorite color was black; you would always see her wearing it," said exhibit curator Raymond Daum, who maintained a 25-year friendship with Swanson. "She also loved anything Oriental, so we used black and Chinese red throughout the exhibit."

The display addresses her widely varying interests, including the environment, art, and science. Two video compilations present significant moments in Swanson's life.

Center Director Decherd Turner said of the Theater Arts collection, which encompasses the Swanson material, "Theater is big business for us, because it is the visualization of a profound literary base. The Swanson collection is important because it profiles the whole period of modern moviemaking."

reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

American Libraries encourages signed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or will be edited to fit space; longer contributions may be submitted to the "On My Mind" department.

Reagan was right

IN PRESIDENT REAGAN'S REmarks to the students of Jefferson High School ("Editors' Page One," Sept.), he was not discounting automation in media centers; he was merely reiterating what is ostensible to most as mere common sense.

Moore and Plotnik fail to see the facts: those things which forever get in the way of modernism. With all the super-duper fancy media centers, the nation's schools are still turning out stultified and uninformed high school dandiprats who can give you a history of Luke Skywalker, but think Plato is something you make into clay figures in elementary school. Far from needing more of such institutions, we need more *humans* running these chromatic monsters.

Only someone intentionally wanting to misunderstand the President's remarks would think he means to say that libraries and/or librarians are not important, or that media centers are useless in today's education. The inutility with which we are plagued today has nothing to do with Reagan's comments. It takes more than a CRT and an accessible database to unleash genius.

MARK HERRING,
E.W. King Library, King College, Bristol, Tenn.

"Phony non-issues"

IT IS TEMPTING TO TRY TO IGNORE Yveline A. Kalyanpur's emotional three case studies which seek to "prove" discrimination in the requirement of an ALA-accredited library degree (Oct., p. 629–30), but her Case A strikes close enough to home to warrant a response. I don't know why Kalyanpur's Afro-American female friend (assuming the facts are real and not contrived) chose to pursue a library degree at Indiana State rather than at Indiana. I am sure she had reasons, but it wasn't because of the tuition, nor is the "inconvenience" of a long commute race-related. We have had many of our students with jobs and family responsibilities travel farther than that because they knew what degree they wanted, and I cannot allow that effort and sacrifice to be ignored or trivialized. We have also had a substantial number of students from Terre Haute, and some of them carpool. Tuition for Indiana residents at state universities is fairly comparable, so it wasn't that. In addition, we have financial assistance opportunities, particularly for highly qualified and motivated minority students.

Qualifications considered worth having are also worth some effort and inconvenience, and that has nothing to do with Kalyanpur's charge of discrimination. Nowhere in her letter does Kalyanpur attempt to prove that her candidates were qualified for the positions for which they applied, or suggest that they were rejected because they were members of minorities. She only attempts to frighten us by telling us they sue because of their minority status.

I think this is very unfortunate, because we have enough real cases of discrimination without diluting them with phony non-issues. As we all sadly know, lawsuits are easy to file and difficult to defend. If we allow such fear of "trouble" to dissuade us from what we consider a fair and proper course of action, however, we will indeed deserve the low esteem in which so many now hold us. Furthermore, such cowardice does not deter legal entanglement, it invites it. This is a lesson I hope ALA leadership will learn, and learn quickly.

HERBERT S. WHITE, ALA member and dean, Indiana University library school, Bloomington

Bibliography Blues

by Carole Carpenter

Carole Carpenter runs a one-librarian library with an aide at a rural high school in Delaware. She received her library training at Bowling Green State University, where she also earned a master's in popular culture.

"I'm happy where I am," Carpenter reports, "but I know a lot of people who are underpaid." She had a staff member RIF'd recently and laments these tough times.

A lover of music and amateur rock singer, she has taken to the blues to express her anxiety for the put-upon and underrated. —*Ed.*

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Get serious, man!
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Ain't got no I.R.A.
And don't take no leisure cruise.
All I got is
I got the never ending
title sending
Bibliography Blues.

We hustle books (and buy 'em when we can)
To loan to J.Q. Public, understand?
We scrimp and save and salvage,
pinching every dime,
But they cut us back, anyway,
at budget time.

Get serious, Mack!
We ain't got no atlas rack
And subscription money's due.
Get serious, Joe!
The roof's about to go;
The door needs a lock;
And the heater blew a fuse.
All we got is
We got the never ending,
overspending,
Bibliography Blues . . .

You pick one for research and another to amuse.
You try to balance everybody's views.
But someone will censor,
no matter what you choose,
And leave you with a feeling
you're never gonna lose:

All we got is
We got those never ending
volume lending
library tending
Bibliogr . . .
griography Blues . . .
ooooooooo!

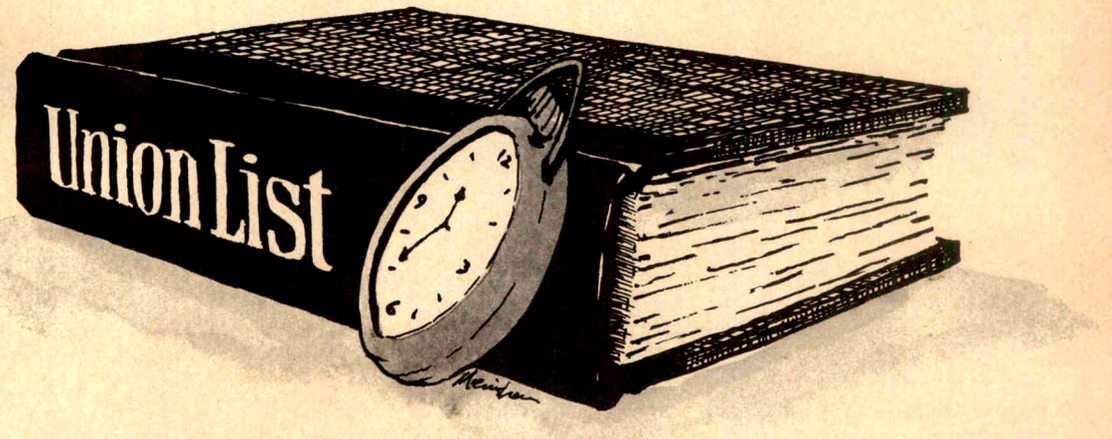
"Bibliometrics is non-science"

I HAVE NOT DENIED THE NEED TO weed, but if even the weeding which Bruce Farrar and Bill Bailey confirm (Sept., p. 588–90) continues, those traditional friendships between librarians and scholars, donors and patrons will evaporate, leaving no librarian unabashed.

Bibliometrics is non-science. Exact sci-

(Reader Forum, continued on p. 826)

Currency without the cost.



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ence requires more sophistication than eighth-grade arithmetic. Empty shelves cost taxpayers more than bulging shelves. Moreover, all books are not created equal, they don't become obsolete in the same ways, and cold circulation is not the only criterion for measuring a book's use.

Whether used or not, Chalmers' *English Poets* (1810) and many other books are a cultural insurance policy, and the premium of retention must be paid whether the books circulate or not. Again, library publics are constantly changing, and amidst the rhythm of decay and renewal and successive waves of ethnics, the public library must be a center of stability at the same time that it is responsive in positive human terms. Each generation must build new additions and install balconies to house inevitably growing collections.

Library directors should be generalists with a traditional Ph.D. as well as training in cataloging and fundraising; and unemployed Ph.D.s in the humanities would probably make better librarians than most library school graduates because they know what's *in* the books.

I wish Farrar would read some Cooper criticism and get a copy of Waller's West Virginia book, *Deep in the Hearts of Men* (1924), for his library. In any case, extreme moderation in the weeding of library collections is a virtue. It is no vice. Better unread than dead.

J. Wesley Miller,
Springfield, Mass.

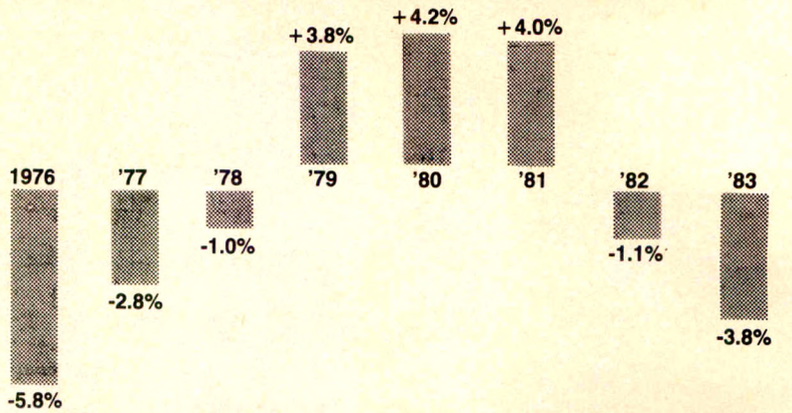
Are libraries back to boom and bust?

ARE LIBRARIANS BEGINNING TO slip back into some of the more wasteful and mindless spending practices of yesteryear? Things I saw and heard, and failed to hear, at the ALA Dallas conference aroused my apprehension. Sadly, the apprehension was strongly reinforced by statistics on library performance presented by Herbert Goldhor (July/Aug., p. 526).

At Dallas, the general mood seemed very cheerful and upbeat, after years of grimness. Nothing wrong with that. Many colleagues had recently gotten big raises or had changed to better-paying jobs, and most said that their libraries' budgets had been increased substantially—nothing wrong with that either. But there seemed also to be a suggestion that the new relative affluence of libraries was being regarded by many as simply a personal reward and not as an increased challenge or responsibility. Did I imagine it, or was there a lot less concern this year about giving better service to patrons and employers? And did I correctly observe an increased tendency to spend library funds on frills for the sheer joy of spending and of following fads?

Of course my observations were limited and unscientific, and so my concern might well be dismissed as baseless. However, it is much harder to dismiss what Goldhor's statistics indicate: that, very clearly, library productivity is once more declining rapidly after a few years of improvement.

Public library productivity*



***An interpretation based on Herbert Goldhor's indexes of the circulation and constant-dollar expenses of public libraries.**

The accompanying graph is derived from two of the indexes that were compiled for public libraries by Goldhor: the annual index of circulation level and the annual index of library expenses in constant dollars. The ratio of these two indexes is itself an index of productivity or efficiency (circulation versus expense); and the year-to-year change in this productivity ratio tells us whether productivity is increasing or decreasing and how fast.

As the graph shows, productivity in 1976 was decreasing at an annual rate of close to 6 percent. There was steady improvement for the next four years; but since then, the situation seems to have deteriorated, with productivity decreasing rapidly in 1983.

Admittedly, the data only reflect public libraries; and admittedly, circulation is not the only service indicator. Still, it would seem prudent for all librarians to take seriously the message in this graph.

Are librarians right back in the fools' paradise of a decade or two ago?

Ben-Ami Lipetz, ALA member,
State University of New York at Albany

"Knowledge base" not debased

IN PAULINE WILSON'S EXAMINATION (Sept., p. 563–68) of the issues surrounding the Merwine Case she complains about the "careless criticism" often leveled against library education. She presents two examples of this criticism and concludes that they amount to attacks on "the knowledge base of librarians—the knowledge [that librarians] use to provide library services."

I believe the two criticisms make a claim different than the one portrayed by Wilson. The first example suggests that what is taught in contemporary library education programs could be compressed into a few months if it were properly presented. By inference, it is reasonable to assume that this would free up many months for the presentation of substantial topics *not* currently covered by MLS programs.

The second criticism suggests that 10 percent of what is currently taught in MLS programs should continue to be taught in the programs, and that 90 percent should be taught on the job. There is an implication that coverage of more substantial materials should supplant the "90 percent" that would be better learned at work or during training for a particular position.

Neither of these examples denigrate the profession's knowledge base. Rather, they criticize the manner in which the base is taught and the degree to which the base is covered. They claim that what is presently taught can be learned quickly and that the "details" presented in library schools constitute only a small portion of the profession's knowledge base. Wilson equates criticism of library education with attacks on the utility and validity of the body of knowledge that distinguishes the library profession. With reference to the two examples cited, Wilson's equation is fallacious.

Robert J. Adler, ALA member,
University of Michigan, Ann Arbor

Jane Austen's letters sought

I WOULD APPRECIATE HEARING from anyone who knows the location and/or owner of original Jane Austen letters, letter fragments, and autograph signatures other than those listed in R. W. Chapman's Oxford edition of *Jane Austen's Letters*, as I hope to publish a facsimile edition of all manuscript letters.

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the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

women

Employer-supported child care programs are examined in a new videotape available on free loan from the Women's Bureau of the U.S. Department of Labor. "The Business of Caring" depicts approaches taken by employers ranging from a retail store chain to a high-tech firm, including a daycare center at the workplace, a voucher system, and information-and-referral programs.

The 23-minute, color videocassette is available on free loan in ¾-inch format. Submit a written request to the Women's Bureau National Office at 200 Constitution Ave., N.W., Room S3305, Washington, DC 20210 or to any of the bureau's 10 regional offices. It can also be purchased in ¾-inch, Beta II, or VHS formats for $90 from the National Audiovisual Center, Order Section, Washington, DC 20409 (make checks payable to the National Archives Trust Fund Board).

Business Notes for Women was compiled by librarian Alice Sizer Warner as a teaching tool for seminars she has held on "Women and Business Ownership" and "The House-based Business" during the past five years. The 48-page, spiral-bound paperback is an expansion of the pathfinders Warner wrote about in the March 1983 *AL* (p. 150–51), describing over 100 suggestions, organizations, networks, agencies, books, articles, and other resources. $9 prepaid, $10.50 if billed from the Information Guild, POB 254, Lexington, MA 02173-0254.

Double discrimination. According to a recent statistical report from the President's Committee on Employment of the Handicapped, most disabled women did not participate in the massive movement of working-age women into the labor force during the 1970s.

The report, based on data from the Census Bureau, says that less than one-quarter of the nation's disabled women have overcome the dual barriers of disability and sex discrimination to find employment, and that disabled women also have smaller incomes and less education than nondisabled women.

Single copies of the report, titled *Disabled Women in America*, are available at no charge from the President's Committee on Employment of the Handicapped, Washington, DC 20210.

Bibliography on women in China. Over 1,100 monographs, articles, reports, and other materials on Chinese women are annotated in *Women in China*, compiled by Karen T. Wei. The emphasis is on 19th- and 20th-century English- and European-language publications dealing with women's economic conditions, the status of women, and modern women's movements. Includes author and title indexes.

The first title in Greenwood Press's Bibliographies and Indexes in Women's Studies series, the 250-page volume is $35 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-24234-8, 84-10863).

Women and Wilderness profiles 15 women whose lives and careers center on the outdoors. Included are a marine biologist, a speleologist, a kayaker, and an Alaskan homesteader. Author Anne LaBastille, a wildlife ecologist who has lived for 19 years in a log cabin she built in the Adirondack Mountains, also examines the traditional barriers that have kept women indoors and how the feminist and environmental movements have changed these factors. The new paperback edition is $8.95 from Sierra Club Books, POB 3886, Rincon Annex, San Francisco, CA 94119 (0-87156-828-4).

nonprint

Media and Microcomputers *in the Library: A Selected, Annotated Resource Guide*, by Evelyn H. Daniel and Carol I. Notowitz, describes literature dealing with nonprint media published since 1978 (earlier items are covered by Daniel's *Media in the Library*, published by the ERIC Clearinghouse on Information Resources in 1978). The 579 entries are divided into sections on general information, audio, film, slides and photographs, toys, video, computers, functional activities, (such as selection, organization, and storage of materials), copyright, and telecommunications. 157 p., $24.95 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (83-42935, 0-89774-117-X).

Films on free loan. *Driving Drunk*, a half-hour film aimed at getting people who drink off the road, is available for a free 24-hour loan. The film was produced by the Walter J. Klein Co. in cooperation with the National Automobile Dealers Association, the Motor Vehicle Manufacturers Association, the Auto Importers Association, and several anti-drunk-driving groups.

Klein has produced hundreds of other consumer education, health, and safety films financed by industry, organizations, and government; most titles are available on free loan. For a free catalog write the Walter J. Klein Co., 6301 Carmel Rd., POB 2087, Charlotte, NC 28211 or phone 704-542-1403.

Delving into intershelving. *Accessible Storage of Nonbook Materials* contains suggestions for making nonprint items available for browsing by integrating them with print collections. Author Jean Weihs describes ways to intershelve and partially intershelve phonograph records, tapes, films, art reproductions and other two-dimensional opaque materials, three-dimensional and boxed materials (games, dioramas, globes, and other realia), videodiscs, and microcomputer disks. The 102-page, illustrated paperback also offers tips on introducing the idea of intershelving to staff and patrons. $19.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (84-5281, 0-89774-084-X).

Non-Book Materials in Libraries is an illustrated guide covering the development, acquisition, cataloging, care, and use of nonprint media ranging from art reproductions and photographs to video and audio cassettes. Authors Richard Fothergill and Ian Butchart have updated their 1978 first edition to reflect recent developments in media librarianship.

Published by Great Britain's Library Association under its Clive Bingley Ltd. imprint, the 308-page manual is available in the U.S. for $23 from the Shoe String Press, 995 Sherman Ave., Hamden, CT 06514 (0-85157-345-2).

microcomputing

Special-education applications. *Micro-Computers and Exceptional Children*, edited by Randy Elliot Bennett and Charles A. Maher, contains eight essays exploring uses of computers in the special-education setting. Among the applications discussed are computer-based assessment of special-needs students, computer-

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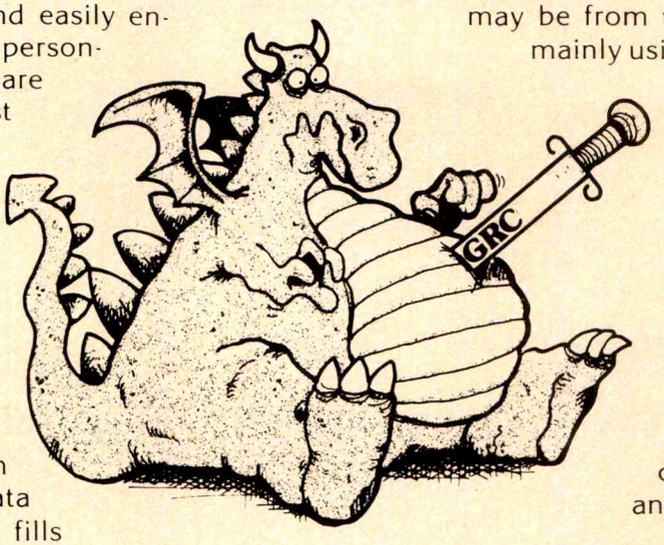

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assisted instruction, and administrative uses. Other essays discuss how to train special-education personnel to use microcomputers and how to assess school readiness for microcomputers.

Originally published as vol. 1, no. 1 of *Special Services in the Schools*, the 113-page volume is $19.95 from Haworth Press, 28 E. 22nd St., New York, NY 10010 (0-86656-297-4, 84-10784).

Computer-Disability News is a free quarterly newsletter from the National Easter Seal Society covering computer applications and resources for disabled people. A recent issue featured a description of a new technique to detect hearing loss using computers, a report on a computerized mainstreaming program for children with disabilities, and an interview with computer-book author Peter McWilliams. Each issue also includes product descriptions, a calendar of events, and notes on recent publications.

To get on the newsletter's mailing list write *Computer-Disability News*, c/o the National Easter Seal Society, 2023 W. Ogden Ave., Chicago, IL 60612.

Educational software collections featuring dozens of instructional programs for Apple computers are available from the Educational Computer Network. Among the collections offered by the firm are a Biological Collection featuring 36 interactive tutorial programs on two disc sides for $49.95; a Chemistry Collection with 70 programs on two disc sides for $79.95; a Computer Programming Group with over 150 programs, including two different Basic tutorials, on eight disc sides for $75; and a Problem Solving Collection containing over 125 programs from various disciplines on 12 disc sides for $125.

ECN also offers a collection of programs for guidance counselors, a simulation/gaming collection, and a collection of business programs. A sampler disc containing 10 assorted programs is $10.

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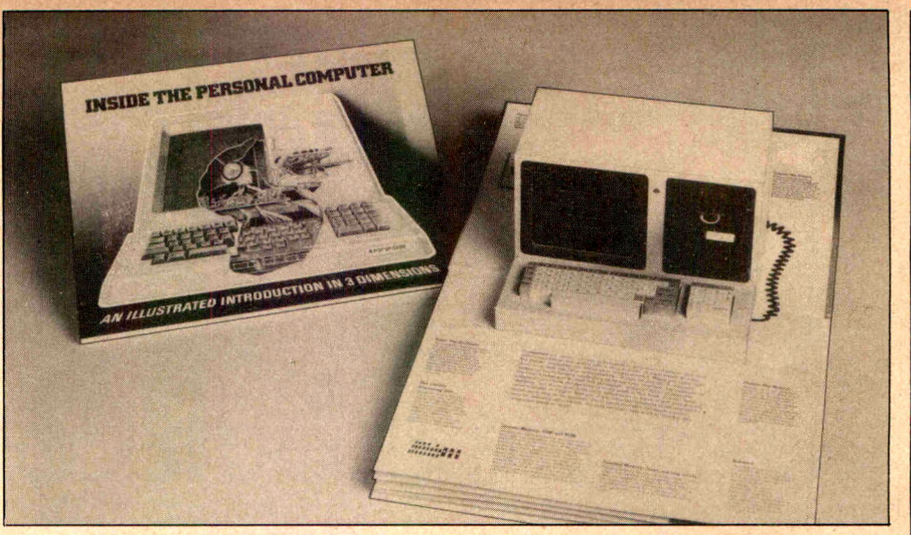


Pop-up PC and peripherals. *Inside the Personal Computer* offers neophyte computer users a three-dimensional introduction to hardware. The book contains six colorful spreads featuring pop-up models of a terminal, keyboard, circuit board, and printer; moving-part models of a disc drive, floppy disc, and CRT; easy-to-understand definitions of basic computer terms; and diagrams, charts, and other illustrations. $19.95 from Abbeville Press, 505 Park Ave., New York, NY 10022 (0-89659-504-8)

Software Showcase:

Outputm simplifies output measures record-keeping

Outputm—Output Measures for Public Libraries—is a microcomputer program offering librarians a simple method of recording and calculating output statistics for all types and sizes of libraries. From raw data input by the user, the program can average or total statistics for a single library or for all libraries in the district or system.

The software stores data on 20 library transactions and services described in the publication *Output Measures for Public Libraries,* by Douglas Zweizig and Eleanor Jo Rodgers (American Library Association, Chicago, 1982). Outputm calculates circulation per capita; in-library use of materials; library visits per capita; program attendance per capita; reference transactions per capita; reference fill rate; title fill rate; browsers fill rate; and registration as a percentage of population.

The program was created by William Schell, assistant professor of computer science at Clarion University of Pennsylvania, under the direction of Bernard Vavrek, Clarion professor of library science. LSCA Title I funds provided by the State Library of Pennsylvania were used to develop the program.

```
FILE- CHSAMPLE          LIBRARY OUTPUT MEASURES  5 district(s) 1984 - 1993
DISTRICT 2 SOUTH CENTRAL REGION   LIBRARY 12 KEACWOOD              YEAR 1984
                          -------DATA-------
A. Annual circulation          20440 K. Subjects & authors found      2969
B. Jurisdiction population     24472 L. Subjects & authors sought     3020
C. Annual in-library mat. use  22926 M. Browsers finding something    4487
D. Annual library visits       25824 N. Number of browsers            7057
E. Annual program attendance   24381 O. Library registrations         6612
F. Annual reference trans.     22817 P. Households in jurisdiction    6118
G. Reference trans. completed   4940 Q. Holdings                      2493
H. No. of reference trans.      5403 R. Reqsts immediately unavail    3589
I. Titles found                  384 S. Reqsts avail in 7 days         737
J. Titles sought                1779 T. Reqsts avail in 30 days       2852
                          -------COMPUTATIONS-------
Circulation per capita          0.84 Subject & author fill rate      98.3%
In-library mat.use per capita   0.94 Browser's fill rate             63.6%
Library visits per capita       1.06 Registration as % of pop.       27.0%
Program attendance per capita   1.00 Turnover rate                    8.2%
Reference trans. per capita     0.93 Document delivery in 7 days     20.5%
Reference fill rate            91.4% Document delivery in 30 days    79.5%
Title fill rate                21.6%
```

Sample output from Outputm.

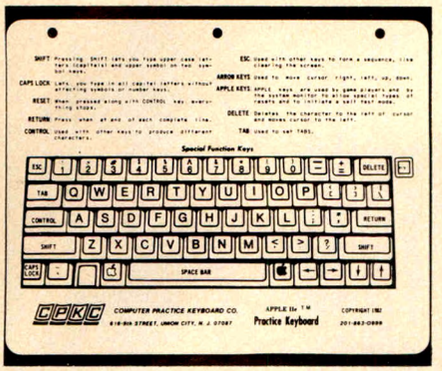
Data on the 20 output measures can be cumulated for a single year only or for up to 10 years. Because the data entered can be updated regularly, the program never becomes obsolete. The system can compile information by file, by district, and by library. One to five districts may be included under each file, and one to 50 libraries may be included under each district. Therefore, in one file it is possible to include five districts, each with 50 member libraries, for a total of 250 libraries.

The program provides a sample file for users to work with to gain familiarity with the methods and options available to them. Two help options have been built into the program: users can request computational help, causing the screen to show the mathematical formulae used in computing values; and they can request library code help, which will bring up displays of the libraries under each district.

The menu-driven program, written in interpreter BASIC for the IBM PC and IBM PC-XT, can also be run on a Columbia microcomputer with at least 128K of RAM memory.

Outputm is priced at $99. The program can be examined on approval for $15, which can later be applied to the total purchase price. For more information on Outputm contact Bernard Vavrek, Center for the Study of Rural Librarianship, College of Library Science, Clarion University of Pennsylvania, Clarion, PA 16214.

30-day refund policy. For a free catalog write Educational Computing Network, POB 8236, Riverside, CA 92515.



Practice keyboards for Apple, IBM, TRS-80, Atari, Commodore, and other popular microcomputers are available for $3.95 each (two for $7.50) plus $1 shipping from the Computer Practice Keyboard Co., 616 9th St., Union City, NJ 07087. Useful for learning and practicing finger positions while away from the actual computer, the "keyboards" are printed on heavy 8½-by-11-inch stock and laminated in plastic.

academia

College Librarianship, published by Britain's Library Association, contains 25 essays dealing with major issues facing non-university academic libraries in the U.K. today. The essays, edited by A. Rennie McElroy, are grouped into three sections dealing with the educational environment in which colleges work; the role of libraries in different types of colleges; and such specific tasks facing librarians as management, staffing, finances, and services. Individual chapters cover college libraries in Europe, North America, and Australia. Concerns recurring in a number of the essays include the role of the librarian as educator and manager, the need to promote the library to users and administrators, and the development of nonprint collections and information technology.

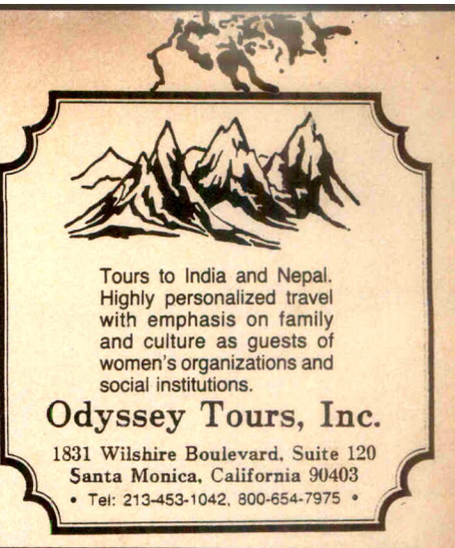
The 428-page volume is available in the U.S. for $50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-85365-785-8).

Research libraries quantified. A new publication from the Association of Research Libraries attempts to determine which academic institutions should be considered research libraries. *Quantitative Criteria for Academic Research Libraries* is based on statistical data on nearly 3,000 libraries from the 1978–79 Higher Education General Information Survey. Compiler Kendon L. Stubbs, under contract to the National Center for Education Statistics, computed component scores for each library based on such statistical variables as volumes held and volumes added. A cutoff score was then established, above which a library could be said to show the characteristics of a research library.

The 137-page paperback report, which includes a lengthy appendix giving component scores for each of the 2,943 libraries, is $15 prepaid for ACRL members and $19 for nonmembers from ACRL/ALA, 50 E. Huron St., Chicago, IL 60611 (0-8389-6788-4).

The role of university archives was the subject of a survey conducted by the Association of Research Libraries in late 1983. Fifty-eight ARL member libraries at public universities were asked about the place of the archives within the institutional structure, collection responsibilities and scope, staffing levels, and the relationship of the library to the school's records management programs.

Of the 53 respondents, one reported there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were no university archives, one said the archives were not part of the library organization but did report to the university librarian, and eight stated the archives were not part of the library.

Archives staff ranged from none to 27, with a median of five full-time staff members. Professional archivists are employed at 31 libraries, with the number varying from one half-time to five. In 22 of 27 cases the salary ranges for the archivists were essentially the same as those of their peers in the libraries.

Approximately half the libraries are charged with collecting all official records of the parent institution. Regarding "non-official" materials of a historical nature relating to the institution, 17 archives collect everything they can identify and obtain, 13 collect a substantial part, 5 a small fraction, and 7 are not mandated to collect such items.

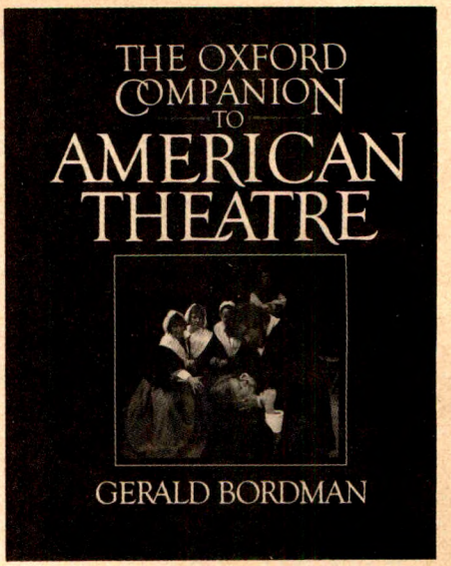
Campus-wide record management programs have been instituted at 26 of the institutions, with 21 of these formally linked to archives.

The results of the survey, along with information on issues and trends; examples of policy statements, annual reports, and other documents; and a list of selected sources on university archives are collected in *University Archives in ARL Libraries*, SPEC Kit #107 from ARL's Office of Management Studies. The 108-page paperback is $15 prepaid ($7.50 for ARL library members) from SPEC Center, ARL/OMS, 1527 New Hampshire Ave., N.W., Washington, DC 20036.

Australian Academic Libraries *in the Seventies* examines what was a decade of expansion and development for that nation's libraries. The 12 essays by practicing Australian librarians were collected in honor of Dietrich Borchardt, who retired in 1980 as chief librarian of La Trobe University. Topics include the formulation of a national information policy, library automation, online searching, library cooperation, the Australian Advisory Council of Bibliographical Services, the librarian in academe, and librarians and scholars. 331 p., $37.50 from the University of Queensland Press, 5 S. Union St., Lawrence, MA 01843 (0-7022-1883-9).

resources

Teaching positions abroad. *Educators' Passport to International Jobs* tells teachers and school administrators how to find overseas jobs in their field, how to get hired, and how to get back home. Authors Rebecca Anthony and Gerald Roe offer tips on finding suitable employers and positions abroad, completing the necessary paperwork, interviewing for overseas jobs, negotiating an employee contract, adjusting to culture shock, and finding a job back in the U.S. The 181-page paperback includes a bibliography of useful publications, a selected list of embassies and other information sources in the U.S., and addresses of teacher certification offices in each state. $9.95 plus $1.25 shipping from Peterson's Guides, Dept. 4702, POB 2123, Princeton, NJ 08540 (0-87866-271-5, 83-25094).



A dramatic addition to the Oxford Companion series, *The Oxford Companion to American Theatre* contains nearly 3,000 entries on plays, playwrights, performers, producers, directors, songwriters, playhouses, and organizations dating back to the beginnings of the American stage. The 734-page volume is $49.95 from Oxford University Press, 200 Madison Ave., New York, NY 10016 (0-19-503443-0, 83-26812).

Bill of fairs. Hundreds of festivals and events ranging from the Black-Eyed Pea Jamboree in Athens, Tex., to the Ice Worm Festival in Cordova, Alaska, are covered in *A Guide to Fairs and Festivals in the United States*. Author Frances Shemanski describes cultural programs, parades, religious celebrations, food festivals, patriotic events, and many other types of festivals, tracing the origin and development of each one. The volume also includes an appendix listing the events according to type and a month-by-month calendar of fairs for each state. 339 p., $35 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-21437-9, 82-21080).

Band books week. *The Marching Band Handbook*, compiled by Kim R. Holston, is an information source for marching bands, color guards, drum and bugle corps, military bands, and baton twirlers. The manual contains listings of associations, competitions, sources for uniforms and equipment, nationally known parades, recommended music, instrument manufacturers, music publishers, clinicians and clinics, fundraising organizations, and more. The 208-page paperback also features interviews with experts, numerous bibliographies, and 45 black-and-white photos. $18.95 from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-105-2, 84-25575).

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literary compositions of "The March King." An updated and enlarged revision of author Paul E. Bierley's *John Philip Sousa: A Descriptive Catalog of His Works*, the volume covers Sousa's marches, operettas, suites, songs, arrangements and transcripts, and other musical works, as well as describing his books, articles, and other writings. A bibliography lists books and articles about Sousa and appendixes provide a chronology of his compositions. 234 p., $28.50 from Integrity Press, 3888 Morse Rd., Columbus, OH 43219-3014 (0-918048-04-4, 84-080665).

Afield guide. The *Field Guide to Alternative Media* describes 164 directories, bibliographies, review sources, catalogs, and other selection tools for accessing alternative and small press publications and independently produced nonprint media. The guide's introduction encourages librarians to acquire such materials, observing that "without alternative media, we limit ourselves and our collections, reduce the size and diversity of our clientele, and leave a gaping hole in our national bibliography."

Compiled by Patricia Case and published by the Task Force on Alternatives in Print of ALA's Social Responsibilities Round Table, the 44-page paperback is $6 from the Office for Library Outreach Services, ALA, 50 E. Huron St., Chicago, IL 60611 (0-8389-6780-9).

collections

Paul Tillich's manuscript collection will be made more accessible to researchers, thanks to a $56,856 grant from the National Endowment for the Humanities to the Harvard University Divinity School. "The NEH project allows us to arrange the works and correspondence, prepare an inventory, take steps to preserve the materials, and microfilm the entire collection," said Alan Seaburg, curator of manuscripts at the Andover-Harvard Theological Library, who is directing the project with Andover-Harvard Librarian Maria Grossman. "We can then publish a guide to the collection and, once it is microfilmed, make copies available."

The 100-linear-foot collection of the noted Protestant theologian includes his scholarly and personal papers, published and unpublished sermons, lecture notes, diaries, correspondence, tapes, photographs, and memorabilia.

The collection of micrographics pioneer Vernon Dale Tate has been acquired by the University of Michigan Library. The 230-linear-foot manuscript and book collection covers the history of micrographics and such related topics as photoduplication, photography, and information storage and retrieval. The gift also includes personal and professional records from Tate's career at the Library of Congress, the National Archives, the U.S.

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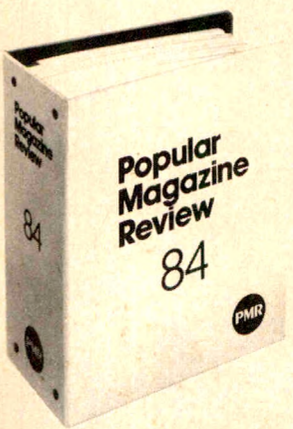

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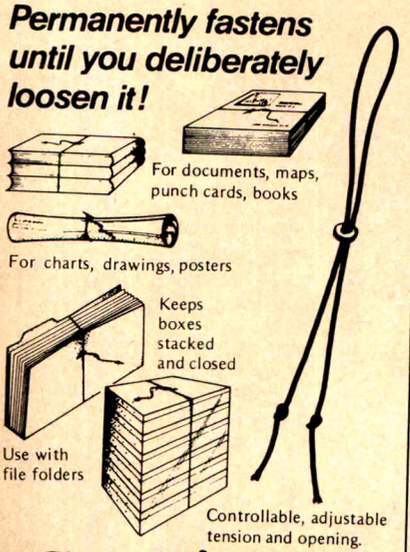

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Naval Academy, and M.I.T.; records gathered by Tate as executive secretary and archivist of the National Microfilm Association; and the collections of two prominent NMA members, Carl Nelson and Richard Batchelder.

Crime collection. When the San Francisco–based National Council on Crime and Delinquency closed its east-coast office earlier this year, the council's extensive collection of criminal justice books and documents was purchased by Rutgers University for $150,000.

The collection, now housed in the John Cotton Dana Library on the school's Newark Campus, encompasses approximately 8,000 books, 400 bound periodical volumes, 37,000 reports, 3,000 newspaper clippings, and 6,000 documents on microfiche. Disciplines represented include public administration, sociology, psychology, economics, and anthropology.

Phyllis Schultze, who served as librarian for the NCCD, will continue to oversee the collection in its new academic setting.

China mission resources. A series of works identifying U.S. repositories of materials on American church missions in China has been launched by the Princeton Theological Seminary. The first volume of the *Scholars' Guide to China Mission Resources in the Libraries and Archives of the United States* locates and describes the collections of 42 repositories in Pennsylvania containing over one million documents; the next volume, scheduled for early 1985, will cover the Mid-Atlantic region. Each volume contains a detailed index, and the final volume in the series will be a cumulative index and union list.

The initial volume of the guide, featuring a foreword by leading China scholar John King Fairbank, is $19.50 from the Scholars' Guide to China Mission Resources, Speer Library, Box 111, Princeton, NJ 08540.

Aeronautics and Space Flight *Collections,* edited by Catherine D. Scott, is a guide to collections dealing with aviation and space flight. In addition to detailed descriptions of the subject holdings of the Library of Congress, the New York Public Library, the U.S. Air Force Academy, the National Air and Space Museum, and other major collections, the volume also includes a survey of smaller special collections in the field. A concluding chapter deals with bibliographic control of aerospace materials. The volume was originally published as vol. 3, nos. 1 and 2 of *Special Collections*. Approx. 295 p., $29.95 from Haworth Press, 28 E. 22nd St., New York, NY 10010 (84-15725, 0-86656-251-6).

National Geographic reopens library. The reference reading room of the National Geographic Society's staff library has been reopened to the public, after being closed for construction for over a year. The library's refurbished quarters now include a second reading room where visitors may use the society's map collection, not previously available to the public. The map library is one of the few places in Washington, D.C., where the public has access to the major map series of the U.S. Geological Survey and the Defense Mappin Agency, as well as foreign national surveys

The library's holdings include 78,000 book 100,000 maps, 800 atlases, 750 periodica titles, and a clipping file containing ove 1.5 million items. The society's collection c polar exploration is one of the nation's mo complete.

librarian's library

Preparing for the worst. The Preservati Committee of the New York University Libra ies has developed a *Disaster Plan Workbook* enable libraries to gather together the inform tion needed to cope with emergencies. Th binder contains sections on procedures for fir evacuation, flood, bomb threats, vandalis rodents, and collapse of shelving. Other ar covered include the failure of a compu system, safety equipment and other supplies have on hand, branch library disaster plans, a information for insurance purposes. Space left for institutions to fill in local informat such as the names and phone numbers of staf be called in an emergency, and the loose-l format allows libraries to insert additional pag if needed. $10 from New York Univers Libraries, Collection Development Office, Washington Square South, New York, N 10012.

Research for Decision Making: *Methods for Librarians* is a guide to the methodology of action research—research intended primarily to clarify and support library decision-making Authors Robert Swisher and Charles McClure explain how to design an action research project, discuss the use of performance measure tell how to identify appropriate decision area for study, show how to construct a question naire, and discuss the rationale of inferentia statistical techniques. The volume is also usefu in helping librarians understand research re ports on library and information services an assess their applicability to other situations Approx. 220 p., $25 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 6061 (0-8389-0398-3, 84-12381).

Organizational Structure *of Libraries,* the latest title in Scarecrow Press's Library Administration Series, discusses the theory and concepts of organization, the organization of library service, the external and internal organization of individual libraries, and othe aspects of the topic.

In his introduction, author Lowell Martin known for his studies of city library systems around the nation, says, "This volume seeks t present structure as a living, multidimensiona body of relationships. If it succeeds, even in part, it should help administrators to use organ zation to further the ends of their libraries.

304 p., $14.50 from Scarecrow Press, PO 656, Metuchen, NJ 08840 (0-8108-1696-2, 8 4859).

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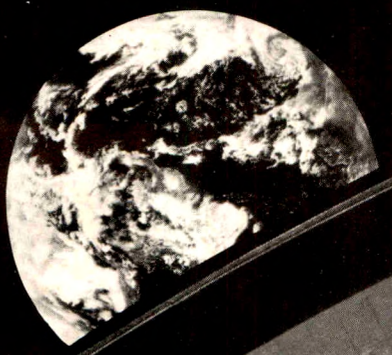

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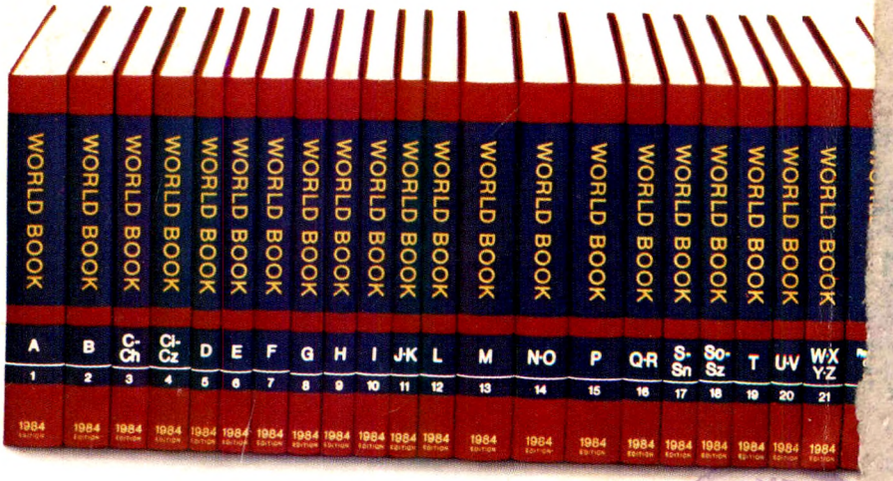
In fact, this best-selling encyclopedia is designed especially to serve the reference and study needs of both students and adults. The review notes, "In these twin purposes it succeeds admirably," and adds, "*World Book* deserves high marks for its overall currentness of information."

People trust *World Book*, too. "*World Book*'s reputation for a high degree of accuracy—typographically, factually, and in matters of interpretation—continues apace," says the review.

From philosopher Aristotle to astronaut Sally Ride, "*World Book* continues to provide impressive, international biographical coverage of persons past and present," states the review.

With its clarity of style, helpful study guides, detailed index, and functional use of illustrations, it's easy to see why all signs point to *World Book*. Isn't it time to put a current set on your shelves?



*The review appears in the 2/1/84 issue.

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